



CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY

An Autonomous Institute | Affiliated to Osmania University
Kokapet Village, Gandipet Mandal, Hyderabad, Telangana-500075, www.cbit.ac.in



DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING

5.2.1 Number of outgoing students who got placement during the year (A.Y.: 2022-23)

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14	160119733015	Sathvika Katta	60
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16	160119733017	Sunayana Maddimadugu	71
17	160119733018	Supriya T	77
18	160119733019	Tulasi Priya Malliseti	78
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20	160119733021	Varsha M	94
21	160119733022	Whyshallie Dandu	104
22	160119733023	Abhinav	108
23	160119733024	Ahmed Raoofuddin	110
24	160119733025	Akshay Somisetty	111
25	160119733027	Ashruth Reddy	113
26	160119733029	Dileep Thoutam	115
27	160119733030	Kothapally Harish	117
28	160119733031	Jeevan Nath	119
29	160119733032	Karan Singh	134
30	160119733033	Kartheesh Reddy	135
31	160119733034	MD Sohail	139
32	160119733035	Mohammed Asim	139
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Head of the Dept

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Required fields are marked with an asterisk.

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Please review your contract and complete this form. If you wish to discuss any details regarding your contract please contact your Recruiter.

Recruiter Name

Aanchal Sinha

Recruiter E-mail Address

AANCHAL.SINHA@BARCLAYS.COM



Barclays Global Service Centre Private Limited
DLF IT Park, Level 8, Building 9A and B
Nandambakkam Post, Ramapuram,
Mount Poonamallee Road, Manapakkam, Chennai
Tamil Nadu
600089
India
Phone: +91 2261752000

[Sign Out](#)

28 April 2023

Akshitha Jillella

8-4-19/20B, M R R Colony,
beside megha function hall lane
Karmanghat, Rangareddi
Hyderabad
500079

Dear Akshitha,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("Employment Letter")

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas

Registered Office: Barclays Global Service Centre Private Limited, 5th to 12th Floor(Part), Building G2, Gera Commerzone SEZ,
Survey No. 65, Kharadi, Pune - 411014

CIN: U72200PN2007FTC 132479 Tel: +91 2067160007 Fax: +91 206716800 Website: barclays.com

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together comprise your Employment Letter.

Name	Akshitha Jillella
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Graduate (Developer), BA3 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	24 July 2023, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.

In addition to the terms set out elsewhere in the Agreement, this offer of employment is contingent upon successful completion of your current degree prior to your anticipated start date. Successful completion of your degree means that it is completed within the specified timelines highlighted in your application and that your final degree classification matches or exceeds the predicted results stated in your application to Barclays. It is your responsibility to inform our recruitment team immediately, if you suspect that your grades will be lower than those predicted. Your start date for the purposes of continuous employment is as set out above.

Working Hours

Your hours of work will be an average of 40 per week. Rest intervals and breaks are separate from the 40 hours of work.

The Company is operational 24 hours a day, 365 days a year, so depending on your business function, your working days and hours may involve day and night shifts, and working on weekends/weekly offs and holidays, as permitted under applicable laws. Your manager will inform you if you are required to work in a different shift.

You will devote sufficient time to your duties. Subject to applicable laws, you may be required to work such additional hours as are required for the proper performance of your duties as per any applicable Company policy, which may require that you attend the office, or be available to fulfil your function, outside normal hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.

Initial Place of Work

You will initially be based in DLF IT Park, Level 8, Building 9A and B, 1/124, Shivaji Gardens, Moonlight Stop, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Manapakkam, Chennai, Tamil Nadu – 600089, India.

However, your place of work will be determined in line with the requirements of the scheme at Barclays' sole discretion. It is a condition of your employment that you agree that you may be required to work or travel to any branch or office (in India or overseas). Where you are required to work outside of India, additional terms and conditions may apply to your employment, which will be provided at the relevant time.

Probationary Period

Your employment is subject to a probationary period of 6 months, or such additional period as the company may in its discretion consider necessary.

Salary

Components	In INR Per Annum
Basic salary	462,000.00
House Rent Allowance	231,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	462,000.00
Annual Salary	1,155,000.00
Provident Fund (Employer's Contribution)	55,440.00
Gratuity (per Company policy)	22,212.00
Total Fixed Pay	1,232,652.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the 24th (or the prior working day if the 24th is not a working day) of each month. The estimated CTC above does not create any contractual right to any such payment.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Other Payments

The Company agrees to pay you a one-off non-pensionable scholarship and bursary payment of Rs.100,000.00 (the "Scholarship and Bursary Payment") in recognition of your studying costs. The Scholarship and Bursary Payment will be paid within 90 days from your date of joining Barclays. The payment will be made subject to applicable tax and / or other withholdings or deductions as required by law or regulation.

As agreed by you, this Scholarship and Bursary Payment will be subject to your compliance with the following requirements:

You will be required to repay the Scholarship and Bursary Payment net of any taxes or other deductions or withholdings as required by law or regulation within 30 days of any of the following occurring:

- you have terminated your employment voluntarily (or have given the Company notice to terminate your employment) within 12 months of your start date; or
- you are dismissed for gross misconduct or fundamental breach of contract or for a serious breach of the Risk and /or Compliance requirements of the Barclays Group (or you have been given notice to terminate your employment for these reasons) within 12 months of your start date; or
- you fail to satisfy the pre-employment conditions of as set out in this Agreement or as otherwise determined by the Company.

The Company may adjust this repayment amount from any amount payable to you by any Barclays Group company. The Scholarship and Bursary Payment should not be interpreted as giving rise to any right to or legitimate expectation of any other award, nor is it any assurance as to the level of any award which may be made to you in future, which will be at the Company's discretion.

You were also given an opportunity to join your employment without the Scholarship and Bursary Payment and therefore your liability to repay the amount, as has been mentioned above, in no case to be considered as a deterrent to restrict your employment for a specific term.

Qualifications/
Examinations

It is a condition of your employment and continued employment with the Company that you successfully complete any professional qualification and/or examination as may be required and notified to you by the Company from time to time, including without limitation any qualifications or examinations required by the Regulator. You will be expected to pass all exams within a predetermined period and/or within one or more sittings, which shall be set out in the Company policy.

Subject to the terms set out below and the Company policy, the Company will be responsible for the cost of any first attempts at any such qualification with our preferred provider, including study books and associated

If you do not pass any exam or obtain a qualification within the period specified or within the relevant number of attempts (which may in some cases only be one) the Company reserves the right to terminate your employment

In the event that your employment is terminated for gross misconduct, or if you resign from the Company or otherwise terminate your employment or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company, you will be required (except where a qualification or examination is required by the Regulator) to repay to the Company the following sums in full within 30 days:

- 100% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment at any time during your course of study, or within six months of completing your course of study, or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company; or
- 50% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment within six – twelve months of completing your course of study

Any such sums owed by you to the Company will be deducted from any sums due to you from the Company or, if such a deduction is not made, will be deemed to be due as a debt from you to the Company.

Discretionary Incentive Award

You may be eligible to be considered for a discretionary incentive award on an annual basis, at the absolute discretion of the Company and subject to you being eligible at the relevant time. Normally, awards are made in the first quarter, in respect of the previous financial year.

Statutory and Other Benefits

You will be eligible for various statutory benefits in accordance with the relevant laws. You will also be eligible to participate in the Company's benefits scheme, details of which are set out in the attached flyer which does not form part of your contract or have any contractual effect.

Any benefits are subject to the relevant policies/plans from time to time in force. The Company reserves the right to change the benefits or policies/plans from time to time.

If the Company pays or reimburses any expense on your joining the Company towards your relocation from your current place of stay to your place of posting as agreed between the Company and you, if your employment ends less than one year after the Start Date you confirm that you will pay to the Company (or alternatively Company may set-off against/ write off) any amount paid or reimbursed in respect of such relocation from the amount payable to you.

Annual Leave

You are entitled to avail annual leave which includes privilege leave, casual leave and sick leave entitlement in accordance with the applicable laws in the state of your Place of Work. Further details are included in the Detailed Terms and Conditions and on your intranet.

Notice Period

Either you or the Company may terminate your employment by giving two months written notice, however, the Company may terminate your employment with immediate effect in accordance with applicable Company policies.

Any reduction/ waiver to notice period shall be at the sole discretion of the Company. Company may adjust balance of annual leaves, while granting such reduction/ waiver.

Further Information on Notice is included in the Detailed Terms and Conditions.

Overtime

Employees who are eligible under applicable laws to be paid Overtime for work beyond normal working hours, will be paid for the same in accordance to the applicable State laws at your Place of Work. Further details in regard to Overtime are included within the Additional Time Guidelines available on the company's Intranet.

Data Privacy

The Company processes employee information for legal, regulatory, administrative and other purposes related to your employment and the conduct of the business of the Barclays Group (the "Agreed Purposes").

trustees, banks, auditors, consultants, lawyer/ law firm, business partners, suppliers and vendors engaged to provide products or services to the Company, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employees following a business transfer or merger) for the Agreed Purposes ("Processing" or "Process").

For the Agreed Purposes, the Company may transfer employee information to any Barclays Group company and/or any third parties (for example, insurers, pension scheme trustees, banks, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employees following a business transfer or merger) in order to Process employee information for the Agreed Purposes.

You confirm that you will provide your employee information to the Company and consent to the Processing of employee information for the Agreed Purposes. This may include transfers to recipients based in another country to your place of employment (either within or outside the European Economic Area) with different levels of protection of your personal data to India.

You confirm that the Company and/or any Barclays Group company may monitor and/or record your use of office equipment, for example, e-mail, internet (including chats and blogs), telephones and mobile telephones for the purposes of compliance with Company procedures and policies, maintenance, security and regulatory requirements or as permitted by law.

Aforesaid clause/ conditions shall apply to information relating to your family members/ relatives with respect to insurance policy, emergency contact details, etc., in accordance with prevailing Barclays'/ Company policy. It is your responsibility to inform such individuals that their data will be processed in this manner and to obtain their consent.

Confidentiality

It is important that you recognise that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company, the Barclays Group and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information and trade secrets and any stricter policy which applies to your role.

Post- Termination Restrictions

In protecting the interests of the Company, you must not, for a period of 3 months from the termination date of your employment:

- approach, solicit or deal with any person, firm, company or other entity who is or was a customer/supplier of Barclays Group and with whom you had material dealings within the 12 months period immediately prior to your termination.
- solicit or entice, or attempt to solicit or entice away or engage or employ any director, officer or employee in the Barclays Group

Full details of the restrictions you will be bound by are included in the Detailed Terms and Conditions.

Acceptance

In accepting the terms of this Employment Letter, you confirm that all information provided by you to us in connection with this offer of employment (including at interview) is true and not misleading. You further confirm that you will notify us of any change in that information between the date of this offer of employment and the Start Date and during the term of your employment with the Company, including any change in the information you provided during the pre-employment recruitment and screening process and any change in the circumstances of the termination of your employment with your current employer.

By accepting this offer, you accept that you are bound by the terms of this Employment Letter. This includes the Key Terms, any applicable Schedules and the enclosed Detailed Terms and Conditions. By accepting this offer, you further accept that you are bound by all applicable policies, guidelines, processes and procedures as amended from time to time and that you shall ensure that you acquaint yourself with the terms of all such policies, guidelines, processes and procedures. This Employment Letter set out the complete and exclusive terms and conditions between you and the Company and supersedes all proposals or prior agreements, oral or written and all other communications between the parties relating to the subject matter of these terms. In the event of any conflict between the Summary of Key Terms and any applicable Schedule and the Detailed Terms and Conditions, the Detailed Terms and Conditions will prevail. In addition, by accepting this offer you will be deemed to confirm that you have received, read, understood, accept and will comply with the requirements detailed in the Detailed Terms and Conditions.

Yours sincerely,

Sarada Srinivas

Sarada Srinivas
Head - HR Operations and Payroll
28 April 2023

I have read, understood and accept the terms of this Employment Letter (including the terms set out in any applicable Schedules and the Detailed Terms and Conditions section). I have been given an option not to accept these terms and thereby, not to join the Company and to seek appropriate Legal advice to understand interpretation of these terms.

Signature: _____

Date: _____

Taleo Number: 00283072
Contract Type: India Grad Offer Letter

RE: Microland - Campus Hiring - PTD | Batch of 2023 Pass Outs || CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY

Rohitha Reddy (Microland) <Rohitha.Reddy@microland.com>
 To: Placements HEAD <placements@cbit.ac.in>

Mon, Mar 27, 2023 at 8:33 PM

Cc: "Aravind T (Microland)" <Aravind.Thangavelu@microland.com>, "Saurav Jhunjunwala (Microland)" <Saurav.Jhunjunwala@microland.com>, CSE HEAD <hod_cse@cbit.ac.in>, IT HEAD <hod_it@cbit.ac.in>, ECE HEAD <hod_ece@cbit.ac.in>, EEE HEAD <hod_eee@cbit.ac.in>, "fpc_cse@cbit.ac.in" <fpc_cse@cbit.ac.in>, IT FPC <fpc_it@cbit.ac.in>, "fpc_ece@cbit.ac.in" <fpc_ece@cbit.ac.in>, EEE FPC <fpc_eee@cbit.ac.in>, nandini gopasi <ugs19007_it.nandini@cbit.ac.in>, "po@cbit.ac.in" <po@cbit.ac.in>, Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>

Dear Placement Officer,

Thank for the support provided!!

We are excited to announce the final selects from the campus hiring process held.

Please confirm the below mentioned students on the same.

Kindly block them and refrain them from sitting for other placements.

Once again, a hearty congratulations to all the selects from Microland@

College Code	Category	Name	Gender	College City	College State
CBIT	PTD	<u>Anushka Boddu</u>	F	Hyderabad	Telangana
CBIT	PTD	Manoj kumar Bodula	M	Hyderabad	Telangana
CBIT	PTD	G. DINESH REDDY	M	Hyderabad	Telangana
CBIT	PTD	Vaishnavi kale	F	Hyderabad	Telangana
CBIT	PTD	Shiva Kumar Budevar	M	Hyderabad	Telangana
CBIT	PTD	Vuppu Bharghav	M	Hyderabad	Telangana

From: Rohitha Reddy (Microland)

Sent: Monday, March 20, 2023 10:22 PM

To: Placements HEAD <placements@cbit.ac.in>

Cc: Aravind T (Microland) <Aravind.Thangavelu@microland.com>; Saurav Jhunjunwala (Microland) <Saurav.Jhunjunwala@microland.com>; CSE HEAD <hod_cse@cbit.ac.in>; IT HEAD <hod_it@cbit.ac.in>; ECE HEAD <hod_ece@cbit.ac.in>; EEE HEAD <hod_eee@cbit.ac.in>; fpc_cse@cbit.ac.in; IT FPC <fpc_it@cbit.ac.in>; fpc_ece@cbit.ac.in; EEE FPC <fpc_eee@cbit.ac.in>; nandini gopasi <ugs19007_it.nandini@cbit.ac.in>; po@cbit.ac.in; Principal CBIT <principal@cbit.ac.in>; Anne Violet CBIT-HR <hr@cbit.ac.in>

Subject: RE: Microland - Campus Hiring - PTD | Batch of 2023 Pass Outs || CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY

Dear Placement Officer,

CBIT: Pre Placement Offer status for Oracle Internship

Priya Venkataraman <priya.venkataraman@oracle.com>

To: Akshitha Singireddy <akshitha1302@gmail.com>, Placements HEAD <placements@cbit.ac.in>
 Cc: Ashok Reddy <ashok.ar.reddy@oracle.com>, Chitra Raghav <chitra.raghav@oracle.com>

Wed, Oct 19, 2022 at 11:48 AM

Dear Placement Team,

Many thanks for letting us host your interns this summer. I am pleased to confirm that the below 5 interns has been shortlisted for Pre-Placement offer. I would be grateful if you can please extend our offer to the students listed below and confirm back by the end of the day tomorrow on their acceptance status.

FINAL SELECTS
Business Unit – Netsuite

Full Name	Email(*)	Current College	Current Degree	Current Qualification	Current GPA	CTC	PPO Status
Bhavana Balimidi	bhavanabalimidi52@gmail.com	Chaitanya Bharathi Institute of Technology [CBIT], Hyderabad	Bachelor of Engineering	Computer Science Engineering	9.39	INR 1,797,500 + Applicable Gratuity	Yes
Jerusha Grace Kolagani	jerushakolagani@gmail.com	Chaitanya Bharathi Institute of Technology [CBIT], Hyderabad	Bachelor of Engineering	Computer Science Engineering	9.21	INR 1,797,500 + Applicable Gratuity	Yes
Sravan Sai Lanika	sravansai7777@gmail.com	Chaitanya Bharathi Institute of Technology [CBIT], Hyderabad	Bachelor of Engineering	Information Technology	9.18	INR 1,797,500 + Applicable Gratuity	Yes
Wyshalle Dandu	wyshalleieverma@gmail.com	Chaitanya Bharathi Institute of Technology [CBIT], Hyderabad	Bachelor of Engineering	Computer Science Engineering	9.02	INR 1,797,500 + Applicable Gratuity	Yes
Pruthvi Nag Gattu	gattupruthvinag5@gmail.com	Chaitanya Bharathi Institute of Technology [CBIT], Hyderabad	Bachelor of Engineering	Computer Science Engineering	8.52	INR 1,797,500 + Applicable Gratuity	Yes

It has been our pleasure partnering with your institution again this year and I would like to take this opportunity to thank your team for assistance. I look forward to your confirmation of student acceptance by end of the day tomorrow.

ORACLE

Priya Venkataraman, Campus Recruitment - 9971007435
 Oracle India Pvt Ltd | Oracle Technology Park | Bannerghatta Road | Bengaluru-560029

<https://mail.google.com/mail/u/0/?ik=1867fd42b4&view=pt&search=all&permmsgid=msg-f%3A1747095711687467852&simpl=msg-f%3A1747095711687467852>

16011973300410

1/2

C.B.I.T

E-MAIL & WEB SERVICES

Placements HEAD <placements@cbit.ac.in>

160119733006

Confirmation regarding the final selects

2 messages

varsha g <ugs19020_cse.varsha@cbit.org.in>

Wed, Aug 3, 2022 at 4:22 PM

To: "placements@cbit.ac.in" <placements@cbit.ac.in>, Ramesh Mudhigiri <ramesh.mudhigiri@servicenow.com>, "parthiban.bhavanisan@servicenow.com" <parthiban.bhavanisan@servicenow.com>, "director_cdc@cbit.ac.in" <director_cdc@cbit.ac.in>, shravani koduru <ugs19023_ece.shravani@cbit.org.in>, niharika gundu <ugs19010_eee.niharika@cbit.org.in>

Cc: Abhinav Shankar <abhinav.shankar@servicenow.com>, Shreya Reddy Gaddam <shreyareddy.gaddam@servicenow.com>

Respected Sir,

Thank you for taking your time and effort to conduct the interviews for our students. I'm writing to formally inform that all the 7 students have **accepted the offer** for the Associate Software Quality Engineer role at ServiceNow.

We are excited to be a part of your team and make notable contributions to it.

S.No	Personal Email Address	Full name	University Name	CGPA	B.Tech/M.Tech	Branch	Phone number	Status
1	lrsirangari@gmail.com	Likhitha Reddy	CBIT	9.28	B.E	CSE	9866243410	Select
2	saiakhilpodduturi@gmail.com	Sai Akhil	CBIT	9.18	B.E	CSE	6303795563	Select
3	nayakamsrija@gmail.com	Srija Nayakam	CBIT	8.86	B.E	CSE	8096263463	Select
4	maramvishnuvardhan@gmail.com	VISHNU VARDHAN REDDY MARAM	CBIT	9.13	B.E	CSE	9989712118	Select
5	madhuriduddula14@gmail.com	Madhuri Duddula	CBIT	8.02	B.E	ECE	9110719938	Select
6	ritika.yarlagadda@gmail.com	Ritika yarlagadda	CBIT	9.06	B.E	IT	9.19E+11	Select
7	chandrakiran334@gmail.com	Dakuri chandra kiran reddy	CBIT	8.9	B.E	IT	9390203127	Select

Thanks again,
Varsha, CBIT.

Ramesh Mudigiri <ramesh.mudhigiri@servicenow.com>

Wed, Aug 3, 2022 at 4:27 PM

To: varsha g <ugs19020_cse.varsha@cbit.org.in>, "placements@cbit.ac.in" <placements@cbit.ac.in>, Parthiban Bhavanisan <parthiban.bhavanisan@servicenow.com>, "director_cdc@cbit.ac.in" <director_cdc@cbit.ac.in>, shravani koduru <ugs19023_ece.shravani@cbit.org.in>, niharika gundu <ugs19010_eee.niharika@cbit.org.in>

Cc: Abhinav Shankar <abhinav.shankar@servicenow.com>, Shreya Reddy Gaddam <shreyareddy.gaddam@servicenow.com>

Thanks for the acknowledgement, Varsha!

Thanks & Regards,

Ramesh Mudhigiri (He/Him/His)

Sr.Early Talent Recruiter

M: +91 9550080046

Sl. No	First Name	Last Name	Personal Email Address	Contact	branch	Status	CTC	Retention Bonus (PAID If certification is cleared etc.)
1	neeharika	yakkala	pgs21064_mca.neeharika@cbit.org.in	6302881259	MCA	Selected	6.5 LPA	50 K
2	Tejashwini	Rachagolla	ugs19024_it.tejashwini@cbit.ac.in	8341840819	Information Technology-1	Selected	6.5 LPA	50 K
3	Praneetha	Vemula	praneethav2001@gmail.com	7337437847	Computer Science and Engineering-3	Selected	6.5 LPA	50 K
4	Lavudya	Manoj	manojlavudya3@gmail.com	9390834250	Computer Science and Engineering-2	Selected	6.5 LPA	50 K
5	Shiva Sai	Padige	ugs19307_ece.padige@cbit.org.in	8688022340	Electronics and Communication Engineering-2	Selected	6.5 LPA	50 K
6	Saivamshi	Pampari	ugs19171_ece.saivamshi@cbit.ac.in	9059749365	Electronics and Communications Engineering-3	Selected	6.5 LPA	50 K
7	saketh	joshi	sakethjoshi2001@gmail.com	9676148487	electronics and communications-3	Selected	6.5 LPA	50 K
8	Maheshwari	Ragiri	maheshwar0711@gmail.com	9346367313	computer science-1	Selected	6.5 LPA	50 K
9	Nandini	Gopasi	nandinigopasi999@gmail.com	9949657509	Information Technology-1	Selected	6.5 LPA	50 K
10	Nithin	Thangallapelly	ugs19102_it.nithin@cbit.ac.in	9989116367	Information Technology-2	Selected	6.5 LPA	50 K



160119733008

CSE-31

V. Maitreyi

9390707267

maitreyi944@gmail.com

Qualcomm India Private Limited

Corporate Identity Number(CIN): U64202DL1996PTC076991

Registered Office:

Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

June 6, 2023

Maitreyi Vankayala
Hyderabad, India

Dear Maitreyi,

We believe our employees' ideas can literally change the world - and we see it happen all the time. For more than three decades, we've been a global leader in wireless technology, continually pushing the boundaries of what's possible. We develop products and solutions that make a difference in the lives of people everywhere. By joining the Qualcomm family, you too can play a part in changing the world.

Qualcomm India Private Limited ("Qualcomm") is pleased to extend an offer of employment to you as a(n) Programmer Analyst, Associate, reporting to Vinay Dias, Senior Director, IT, with a start date to be determined.

Your monthly salary will be an amount of INR 69,000.00, details of which are set out in Part 1 of the Annexure.

Qualcomm will provide you the allowances and reimbursements (if any) as indicated in Part 2 of the Annexure to this offer letter, including towards expenses relating to accommodation, conveyance, etc. All payouts including the salary, allowances and reimbursements will be paid less required withholdings and in accordance with the applicable policies and procedures of Qualcomm, as may be amended or modified by Qualcomm from time to time.

Sign-On Bonus

You will be eligible to receive a sign-on bonus of ₹100,000.00 (less required withholdings), payable within the second payroll period of employment and is contingent on you being employed on the date of payment. If you terminate your employment prior to 24 months you agree to repay the full amount of the sign-on bonus on or before your last working day with the company.

Discretionary Annual Rewards

Each employee may also be eligible for certain discretionary annual benefits including performance bonus awards and restricted stock units (RSUs) grants subject to relevant criteria and factors including corporate performance, your team's and your performance. You will be eligible to participate in Qualcomm's Annual Review Process (AR), during which you may receive salary increases, discretionary bonus awards and grants of RSUs. Your discretionary annual bonus target is 5.5% of your base salary which may vary 0-150% based upon your individual contributions and an additional 0-200% based upon corporate financial performance. Your discretionary bonus may also be prorated based on your start date. If your start date is after the eligibility cutoff (generally mid-July), you will not be eligible to participate in this year's AR, but you will be eligible next year. Qualcomm evaluates its compensation and benefits programs on a regular basis, so changes may occur. Further, the AR process is discretionary and subject to change from time to time at the company's discretion.

Benefits Program

We offer a comprehensive benefits package for you and your dependents. A summary of these benefits is available on the Benefits section of our website.



Place of Work

You will report into Qualcomm's Hyderabad_SEZ office. Qualcomm may, after giving you reasonable notice, transfer or assign your services to any place of business of Qualcomm that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

Qualcomm pans across geographies providing various services to its clients and you may be required to go through appropriate Induction & Orientation along with necessary training program. The training is given to ensure that you are compliant with the best practices followed by Qualcomm- on a worldwide basis.

Qualcomm reserves its rights to transfer or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom Qualcomm may make any such arrangement or agreement. You may also be required on a temporary basis to work at any client premises based in India or overseas.

Relocation

Qualcomm will provide you with a Relocation Package, which includes (i) a one-time lump sum in the amount of INR 50,000.00 (less required withholdings) payable within the first or second payroll period of employment to defray expenses entailed by you for your relocation, and (ii) reimbursement of your relocation expenses comprising of all amounts paid (to you or a third party) by Qualcomm related to your relocation, including but not limited to, shipping costs, airfare, temporary housing, rental car, food, service fee and any miscellaneous expense allowance. If you do not report to your place of work to join employment by the date stipulated by Qualcomm or if your employment with Qualcomm ends before the completion of 24 months from joining for any reason, you agree to repay to Qualcomm the full amount of the total Relocation Package amount on or before your last working day with the company.

Some or all relocation benefits may be taxable. Please note that it is your responsibility to secure income tax advice from your tax consultant or attorney regarding relocation expenses. In the event that Qualcomm directly pays for or reimburses to the employee costs associated with matters like immigration etc., these costs are considered an employee benefit and will be included in the employee's taxable income.

Confidentiality

You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Qualcomm, its parent, subsidiary and affiliated entities which may be known to you or confided in you by any means during the course of your employment with Qualcomm. You will be required to sign the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement with Qualcomm at the time of joining Qualcomm.

Taxes

Taxes will be withheld in accordance with applicable tax laws and you may be required to provide receipts for allowances. You shall be responsible for filing of your personal returns and comply with other requirements under the tax laws of India and any other relevant jurisdiction.

Probationary Period

You will initially be on probation for a period of 180 days from the actual date of your joining with us and will be eligible to be considered for confirmation in the regular service of Qualcomm on completion of the 180 days, unless Qualcomm specifies in writing that your probation period has been extended for such further period as determined by Qualcomm in its sole discretion. The probation period may be curtailed or extended by the management of Qualcomm at its sole discretion without assigning any reasons. Qualcomm may elect to terminate your employment at its sole discretion during the probation period without assigning any reason by providing thirty (30) days prior written notice or payment of a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice in lieu thereof.

You may terminate your employment with Qualcomm during the probation period by providing thirty (30) days prior written notice. The provision of such notice by you is mandatory in all instances of termination of employment by you. If you fail to provide such notice prior to terminating your employment, you will be required to pay Qualcomm a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice based on your gross pay (basic plus allowances).



During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period you will be eligible to be considered for confirmation in the regular service of Qualcomm on such terms and conditions as decided by Qualcomm.

Termination of Employment

After confirmation, your employment with Qualcomm may be terminated by either you or Qualcomm by providing sixty (60) days prior written notice. The provision of such notice by you is mandatory in all instances of termination of employment by you. If you fail to provide such notice prior to terminating your employment, you will be required to pay Qualcomm a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice based on your gross pay (basic plus allowances). Qualcomm however may at its sole discretion terminate your employment prior to the end of the notice period and pay in lieu of such notice gross salary.

Qualcomm reserves the right to terminate your employment (whether you are on probation or in confirmed employment) summarily without notice or payment of a sum in lieu of notice, equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice if it has reasonable grounds, including deficiency in performance, acts of misconduct or negligence as per Qualcomm policy or guidelines, breach of this agreement, Qualcomm policies or any applicable laws.

Without prejudice to the foregoing, Qualcomm reserves the right to terminate your employment (whether you are on probation or in confirmed employment) summarily without notice or payment of a sum in lieu of notice equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice, if you are found to have been charged, or convicted for any crimes or offences against any work colleague or against Qualcomm or for crimes or offences, involving acts against the state, or acts of violence, harassment or harm (including of a sexual nature) against any person or property, at any time during or prior to your employment.

In case of any termination of employment, you agree to release Qualcomm and its parents, subsidiaries, affiliates, directors, employees and agents from all known or unknown, suspected or unsuspected, claims, if any, relating to or arising out of your employment, the cessation of your employment, or from any events, transactions or occurrences between yourself and Qualcomm, including any claims under any state or central employment laws, bye-laws, legislations, rules, notifications, statutes, precedents, practice or custom.

You shall return to Qualcomm all company property in your possession upon the cessation of employment.

Other Acknowledgements and Contingencies

You understand and agree that this offer of employment has been extended to you on the basis (i) of the information/representations made by you in your resume, application and/or documents and information provided by you (which includes information related to criminal records, age, education, experience, skill sets, conduct at the previous workplace, references, address verification etc.); (ii) that your employment with your former employer, if any, has been duly terminated; and (iii) that you have not been charged, arrested or convicted for any crimes or offences, including those involving acts against the state, or acts of violence, fraud, dishonesty, harassment or harm (including of a sexual nature) against any person or property. You understand and agree that this offer, and your employment with Qualcomm is based on all the foregoing being true, valid and accurate at all times after the date of this offer letter, and during your employment. You understand and agree that if any of the foregoing information/representations is or found to be untrue, misleading, inaccurate or inconsistent in any way, at any time after the date of this offer letter, or during your employment, including as a result of any investigation (which may commence prior to, continue or be completed post your joining date) to verify such information and any other inquiries as deemed necessary, this offer may be revoked or your employment may be terminated, without notice or payment in lieu thereof.

You also understand and agree that your employment is contingent upon signing the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement and acknowledging that you have not and will not bring or use, in the performance of your duties for Qualcomm, any proprietary or confidential information of any of your former employers without that former employer's written authorization. You agree and acknowledge that your employment with Qualcomm will not require you to violate any contract, obligation or confidence to any other party. You shall be solely and fully responsible for any costs or consequences that may arise in this connection.

You further acknowledge that Qualcomm will not be responsible for any outstanding salary, compensation, social security benefits, gratuity and other benefits which may be payable to you by your former employer.



Finally, you acknowledge your employment at Qualcomm is contingent on you being able to legally work in India. If, as a condition of your lawful ability to work in India, you are required to submit a Financial Guarantee, and Qualcomm agrees to do so, on your behalf, you must sign a Counter Guarantee which will be provided by Qualcomm.

Employment Rules and Regulations

In addition to the terms and conditions of employment specifically stated herein, you will also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by Qualcomm from time to time. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time including but not limited to work timings. You agree and acknowledge that your employment with Qualcomm is contingent upon compliance with all of the foregoing at all times and any failure to do so shall constitute a breach of this agreement and terms of employment.

Governing law

This offer and the employment agreement resulting from its acceptance shall be governed by and construed in accordance with the laws of India and any matter that may arise out of or in connection here with shall be brought in courts of competent jurisdiction in India, which shall have exclusive jurisdiction.

Entirety

This offer, upon acceptance, constitutes the entire agreement between the parties in relation to the subject matter hereof (except as stated herein) and supersedes any prior communications, writings, manifestations or understandings of any kind, oral or written in connection herewith. No delay or omission on the part of Qualcomm in exercising any of its rights hereunder shall operate as a waiver of such right or of any other right.

Deadline to Accept Offer:

This offer of employment will remain valid until 06/20/2023. Acceptance of this offer is contingent upon receipt of the following documents by the said deadline failing which the offer shall stand withdrawn at Qualcomm's sole discretion:

- Signed copy of this letter
- Agreement regarding Restricted and Embargoed/Sanctioned Countries and Employee Export Written Assurance completed and signed
- Inventions Disclosure, Confidentiality and Proprietary Rights Agreement
- Copy of your passport (if you do not have a passport, please complete the attached Declaration Form)
- Copy of your PAN card & Aadhar card

Qualcomm reserves the right to revoke the offer at its sole discretion at any time before the aforesaid deadline without any further obligation liability.

You should scan and email signed copies of these documents to Smita Swain at smitswai@qti.qualcomm.com, and carry your original signed letter on your date of joining and hand over the same to the said recruiter. You will receive copies of these documents in return.

If you have any questions, please do not hesitate to contact Smita Swain at +91 (80) 46173169.

Congratulations and welcome to Qualcomm!

Sincerely,



Aarathi Kumar

Director, Talent Acquisition

QUALCOMM India Private Limited

Corporate Identity Number(CIN): U64202DL1996PTC076991

This document is electronically signed and does not require a physical signature for further authentication.

TERMS OF OFFER ACCEPTED

SIGNATURE: Maitreyi

PRINT NAME: MAITREYI VANKAYALA

DATE: 9th June, 2023

PROPOSED START DATE: 3rd July, 2023

Annexure to the Appointment letter

India Annexure	Per Annum - CTC (Part 1 below) Rs.	Per Month CTC (Part 1 below) Rs.
Maitreyi Vankayala		
Programmer Analyst, Associate		
Hyderabad_SEZ		

PART - 1

India Annexure	Per Annum Rs.	Per Month Rs.
Gross Salary	INR 828,000	INR 69,000
Gross Salary Components		
Basic Pay	INR 331,200	INR 27,600
House Rent Allowance	INR 132,480	INR 11,040
Flexible Benefit Plan*	INR 364,320	INR 30,360
Leave Travel Allowance	INR 33,120	INR 2,760
Special Allowanc	INR 331,200	INR 27,600
Gross Salary Sub-Totals	INR 828,000	INR 69,000
Retirals		



India Annexure	Per Annum Rs.	Per Month Rs.
Employer Contribution to Provident Fund**	INR 39,744	INR 3,312
Gratuity***	INR 15,931	INR 1,328
Retirals Sub-Totals	INR 55,675	INR 4,640
Cost to Company (Salary + Retirals)	INR 883,675	INR 73,640
<u>Company Paid Standard Benefits</u>		
Mediclaime Insurance Premium	INR 41,000	
Personal Accident Insurance Premium	INR 352	
Group Term Life Insurance Premium	INR 2,052	
<u>Total CTC (Gross Salary + Retirals + Co.Pd Std Benefits)</u>	INR 927,079	

* After making elections, all unallocated funds from the Flexible Benefits Plan will be paid out monthly as taxable income under the heading "Special Allowance". Based on employee utilization of funds under elections made, any residual monies will accumulate and will be paid out as taxable income under the heading of "Special Allowance" at the end of the tax year.

** Provident Fund contributions will be as per applicable Provident Fund rules and regulations.

*** Gratuity payable as per Gratuity Policy of Qualcomm.

PART - 2
Additional Benefits

Sign On Bonus	INR 100,000	
Relocation Bonus	INR 50,000.00	

The above mentioned payables are contingent on and subject to the related terms set out in your offer letter.

Meghana
 (60119733009
 WF-1
 9390252912



Barclays Global Service Centre Private Limited
 DLF IT Park, Level 8, Building 9A and B
 Nandambakkam Post, Ramapuram,
 Mount Poonamallee Road, Manapakkam, Chennai
 Tamil Nadu
 600089
 India
 Phone: +91 2261752000

9 May 2023

Ponna Meghana
 Flat No,501,Ravi Raja Residency,
 Cosmopolitan Colony
 Mansoorabad,
 K.V. Rangareddy
 500068

Dear Ponna,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas

Sarada Srinivas
 Head - HR Operations and Payroll

Registered Office: Barclays Global Service Centre Private Limited, 5th to 12th Floor(Part), Building G2, Gera Commerzone SEZ, Survey No. 65, Kharadi, Pune 411014

CIN: U72200PN2007FTC 132479 Tel: +91 2067160007 Fax: +91 206716800 Website: barclays.com

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together comprise your Employment Letter.

Name	Ponna Meghana
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Graduate Analyst, BA3 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	<p>24 July 2023, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.</p> <p>In addition to the terms set out elsewhere in the Agreement, this offer of employment is contingent upon successful completion of your current degree prior to your anticipated start date. Successful completion of your degree means that it is completed within the specified timelines highlighted in your application and that your final degree classification matches or exceeds the predicted results stated in your application to Barclays. It is your responsibility to inform our recruitment team immediately, if you suspect that your grades will be lower than those predicted. Your start date for the purposes of continuous employment is as set out above</p>
Working Hours	<p>Your hours of work will be an average of 40 per week. Rest intervals and breaks are separate from the 40 hours of work.</p> <p>The Company is operational 24 hours a day, 365 days a year, so depending on your business function, your working days and hours may involve day and night shifts, and working on weekends/weekly offs and holidays, as permitted under applicable laws. Your manager will inform you if you are required to work in a different shift</p> <p>You will devote sufficient time to your duties. Subject to applicable laws, you may be required to work such additional hours as are required for the proper performance of your duties as per any applicable Company policy, which may require that you attend the office, or be available to fulfil your function, outside normal hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.</p>
Initial Place of Work	<p>You will initially be based in DLF IT Park, Level 8, Building 9A and B, 1/124, Shivaji Gardens, Moonlight Stop, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Manapakkam, Chennai, Tamil Nadu 600089, India.</p> <p>However, your place of work will be determined in line with the requirements of the scheme at Barclays' sole discretion. It is a condition of your employment that you agree that you may be required to work or travel to any branch or office (in India or overseas). Where you are required to work outside of India, additional terms and conditions may apply to your employment, which will be provided at the relevant time.</p>
Probationary Period	Your employment is subject to a probationary period of 6 months, or such additional period as the company may in its discretion consider necessary.

Salary

Components	In INR Per Annum
Basic salary	462,000.00
House Rent Allowance	231,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	462,000.00
Annual Salary	1,155,000.00
Provident Fund (Employer's Contribution)	55,440.00
Gratuity (per Company policy)	22,212.00
Total Fixed Pay	1,232,652.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the 24th (or the prior working day if the 24th is not a working day) of each month. The estimated CTC above does not create any contractual right to any such payment.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Other Payments

The Company agrees to pay you a one-off non-pensionable scholarship and bursary payment of Rs.100,000.00 (the "Scholarship and Bursary Payment") in recognition of your studying costs. The Scholarship and Bursary Payment will be paid within 90 days from your date of joining Barclays. The payment will be made subject to applicable tax and / or other withholdings or deductions as required by law or regulation.

As agreed by you, this Scholarship and Bursary Payment will be subject to your compliance with the following requirements:

You will be required to repay the Scholarship and Bursary Payment net of any taxes or other deductions or withholdings as required by law or regulation within 30 days of any of the following occurring:

- you have terminated your employment voluntarily (or have given the Company notice to terminate your employment) within 12 months of your start date; or
- you are dismissed for gross misconduct or fundamental breach of contract or for a serious breach of the Risk and /or Compliance requirements of the Barclays Group (or you have been given notice to terminate your employment for these reasons) within 12 months of your start date; or
- you fail to satisfy the pre-employment conditions of as set out in this Agreement or as otherwise determined by the Company.

The Company may adjust this repayment amount from any amount payable to you by any Barclays Group company. The Scholarship and Bursary Payment should not be interpreted as giving rise to any right to or legitimate expectation of any other award, nor is it any assurance as to the level of any award which may be made to you in future, which will be at the Company's discretion.

You were also given an opportunity to join your employment without the Scholarship and Bursary Payment and therefore your liability to repay the amount, as has been mentioned above, in no case to be considered as a deterrent to restrict your employment for a specific term.

Qualifications/
Examinations

It is a condition of your employment and continued employment with the Company that you successfully complete any professional qualification and/or examination as may be required and notified to you by the Company from time to time, including without limitation any qualifications or

examinations required by the Regulator. You will be expected to pass all exams within a predetermined period and/or within one or more sittings, which shall be set out in the Company policy.

Subject to the terms set out below and the Company policy, the Company will be responsible for the cost of any first attempts at any such qualification with our preferred provider, including study books and associated examination fees. You should refer to the Company policy for details.

If you do not pass any exam or obtain a qualification within the period specified or within the relevant number of attempts (which may in some cases only be one) the Company reserves the right to terminate your employment

In the event that your employment is terminated for gross misconduct, or if you resign from the Company or otherwise terminate your employment or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company, you will be required (except where a qualification or examination is required by the Regulator) to repay to the Company the following sums in full within 30 days:

- 100% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment at any time during your course of study, or within six months of completing your course of study, or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company; or
- 50% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment within six twelve months of completing your course of study

Any such sums owed by you to the Company will be deducted from any sums due to you from the Company or, if such a deduction is not made, will be deemed to be due as a debt from you to the Company.

Discretionary Incentive Award

You may be eligible to be considered for a discretionary incentive award on an annual basis, at the absolute discretion of the Company and subject to you being eligible at the relevant time. Normally, awards are made in the first quarter, in respect of the previous financial year.

Statutory and Other Benefits

You will be eligible for various statutory benefits in accordance with the relevant laws. You will also be eligible to participate in the Company's benefits scheme, details of which are set out in the attached flyer which does not form part of your contract or have any contractual effect.

Any benefits are subject to the relevant policies/plans from time to time in force. The Company reserves the right to change the benefits or policies/plans from time to time.

If the Company pays or reimburses any expense on your joining the Company towards your relocation from your current place of stay to your place of posting as agreed between the Company and you, if your employment ends less than one year after the Start Date you confirm that you will pay to the Company (or alternatively Company may set-off against/ write off) any amount paid or reimbursed in respect of such relocation from the amount payable to you.

Annual Leave

You are entitled to avail annual leave which includes privilege leave, casual leave and sick leave entitlement in accordance with the applicable laws in the state of your Place of Work. Further details are included in the Detailed Terms and Conditions and on your intranet.

Notice Period

Either you or the Company may terminate your employment by giving two months written notice, however, the Company may terminate your employment with immediate effect in accordance with applicable Company policies.

Any reduction/ waiver to notice period shall be at the sole discretion of the Company. Company may adjust balance of annual leaves, while granting such reduction/ waiver.

Further information on Notice is included in the Detailed Terms and Conditions.

Overtime

Employees who are eligible under applicable laws to be paid Overtime for work beyond normal working hours, will be paid for the same in accordance to the applicable State laws at your Place of Work.

Further details in regard to Overtime are included within the Additional Time Guidelines available on the company's Intranet.

Data Privacy

The Company processes employee information for legal, regulatory, administrative and other purposes related to your employment and the conduct of the business of the Barclays Group (the "Agreed Purposes"). Processing includes obtaining, holding, editing, destroying and disclosing employee information to any Barclays Group company and its employees and/or any third parties (for example, insurers, pension scheme trustees, banks, auditors, consultants, lawyer/ law firm, business partners, suppliers and vendors engaged to provide products or services to the Company, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) for the Agreed Purposes ("Processing" or "Process").

For the Agreed Purposes, the Company may transfer employee information to any Barclays Group company and/or any third parties (for example, insurers, pension scheme trustees, banks, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) in order to Process employee information for the Agreed Purposes.

You confirm that you will provide your employee information to the Company and consent to the Processing of employee information for the Agreed Purposes. This may include transfers to recipients based in another country to your place of employment (either within or outside the European Economic Area) with different levels of protection of your personal data to India.

You confirm that the Company and/or any Barclays Group company may monitor and/or record your use of office equipment, for example, e-mail, internet (including chats and blogs), telephones and mobile telephones for the purposes of compliance with Company procedures and policies, maintenance, security and regulatory requirements or as permitted by law.

Aforesaid clause/ conditions shall apply to information relating to your family members/ relatives with respect to insurance policy, emergency contact details, etc., in accordance with prevailing Barclays'/ Company policy. It is your responsibility to inform such individuals that their data will be processed in this manner and to obtain their consent.

Confidentiality

It is important that you recognise that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company, the Barclays Group and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information and trade secrets and any stricter policy which applies to your role.

Post- Termination Restrictions

In protecting the interests of the Company, you must not, for a period of 3 months from the termination date of your employment:

- approach, solicit or deal with any person, firm, company or other entity who is or was a customer/supplier of Barclays Group and with whom you had material dealings within the 12 months period immediately prior to your termination.
- solicit or entice, or attempt to solicit or entice away or engage or employ any director, officer or employee in the Barclays Group

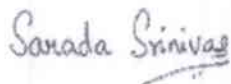
Full details of the restrictions you will be bound by are included in the Detailed Terms and Conditions.

Acceptance

In accepting the terms of this Employment Letter, you confirm that all information provided by you to us in connection with this offer of employment (including at interview) is true and not misleading. You further confirm that you will notify us of any change in that information between the date of this offer of employment and the Start Date and during the term of your employment with the Company, including any change in the information you provided during the pre-employment recruitment and screening process and any change in the circumstances of the termination of your employment with your current employer.

By accepting this offer, you accept that you are bound by the terms of this Employment Letter. This includes the Key Terms, any applicable Schedules and the enclosed Detailed Terms and Conditions. By accepting this offer, you further accept that you are bound by all applicable policies, guidelines, processes and procedures as amended from time to time and that you shall ensure that you acquaint yourself with the terms of all such policies, guidelines, processes and procedures. This Employment Letter set out the complete and exclusive terms and conditions between you and the Company and supersedes all proposals or prior agreements, oral or written and all other communications between the parties relating to the subject matter of these terms. In the event of any conflict between the Summary of Key Terms and any applicable Schedule and the Detailed Terms and Conditions, the Detailed Terms and Conditions will prevail. In addition, by accepting this offer you will be deemed to confirm that you have received, read, understood, accept and will comply with the requirements detailed in the Detailed Terms and Conditions.

Yours sincerely,



Sarada Srinivas
Head - HR Operations and Payroll
9 May 2023

I have read, understood and accept the terms of this Employment Letter (including the terms set out in any applicable Schedules and the Detailed Terms and Conditions section). I have been given an option not to accept these terms and thereby, not to join the Company and to seek appropriate Legal advice to understand interpretation of these terms.

Signature: _____

Date: _____

Taleo Number: 00283453
Contract Type: India Grad Offer Letter

Detailed Terms and Conditions

Introduction

About the Detailed Terms and Conditions

The purpose of the Detailed Terms and Conditions is to provide you with the relevant information on what the Company and the Barclays Group expects from its employees.

The Detailed Terms and Conditions also set out a list of key practices, guidelines and processes that the Barclays Group has developed to reflect our values, purpose and behaviour and as part of our high performance culture and, in accordance with your contractual obligations, must be adhered to at all times. Further information and policies can be found on your own business unit intranet site.

It is important that we review our policies, practices, guidelines and processes to ensure that we stay at the leading edge, enabling us to be one of the most admired financial services companies in the world. From time to time, our policies and procedures do change and you must familiarise yourself with them on joining and periodically throughout your employment. References in the Detailed Terms and Conditions to a policy, practice, guideline and / or process generally are references to the relevant policy, practice, guideline and / or process in force at the relevant time.

These detailed terms and conditions also refer to the Barclays Values which must be adhered to at all times. The Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) are set out on your own business unit intranet site.

You should also refer to Appendix 1 which sets out definitions of the terms used in the Detailed Terms and Conditions.

Your Detailed Terms and Conditions of Employment

1. Introduction to this Section

This section sets out your detailed terms and conditions of employment and should be read alongside your enclosed Summary of Key Terms and any applicable Schedules. These documents form your employment terms with the Company and are referred to in this document as "Employment Letter". By signing the Employment Letter you confirm that you have read, understood and accept the terms set out in the Detailed Terms and Conditions.

2. Pre-employment and ongoing conditions

- 2.1 Your confirmation in the employment will be subject to successful completion of the Probationary Period as mentioned in the summary of terms or such additional period as the Company considers necessary in its absolute discretion. Your employment shall be deemed to be confirmed automatically unless communicated otherwise in writing.
- 2.2 You understand that the Company's offer of employment is made to you subject to and conditional on the completion of certain pre-employment procedures and processes. You certify that the information that you have provided in connection with completion of the procedures and otherwise in connection with this offer of employment (including at interview stage) is true and accurate both at the time it is given and on the Start Date. The Company reserves the right to carry out screening checks on all employees, and such procedures may include but are not limited to:
- (a) receipt of references and documentary proof that are satisfactory to the Company that you are legally entitled to reside and work in your country;
 - (b) completion of credit checks to the satisfaction of the Company;
 - (c) where criminal record checks are applicable to your role, completion of those checks to the satisfaction of the Company;
 - (d) if requested by the Company, a medical examination by the Company's medical advisers;
 - (e) where Regulator approval for your appointment is required and such approval is sought before your employment commences, such approval either (i) being obtained or (ii) not being withdrawn by the Company or a Barclays Group company following consultation with the Regulator; (iii) receipt of documentary proof that you hold the appropriate and relevant qualifications; and
 - (f) the Company receiving a signed copy of the Terms from you.
- 2.3 Whilst every effort will be made to complete all the checks and processes in the pre-employment procedures before your Start Date, this may not always be possible. In case you are employed prior to completion of the pre-employment procedure, the Company may terminate your employment at any time on minimum statutory notice if the check reports are not up to our satisfaction or the procedures are not completed within a reasonable period of time.
- 2.4 This offer of employment and your continued employment is also subject to your obtaining, holding and continuing to hold all applicable qualifications, licences and registrations as required by your role. Where Regulator approval for your role is required and such approval is sought after your employment commences, then your continued employment is conditional on such approval either: (i) being obtained; or (ii) not being withdrawn by the Company or a Barclays Group company following consultation with the Regulator (or other relevant regulatory body).
- 2.5 You shall be liable and responsible to inform and update your latest contact and address details, in the records of the Company, from time to time. Failure to comply may constitute gross negligence on your part.
- 2.6 You should not engage in any matter which would or could be anticipated to result in a conflict of interest between you and the Company.

- 2.7 This offer of employment and your continued employment is also subject to your successful completion of certain trainings (such as Communication & Culture and/or other process and policy trainings accreditations) that may be assigned to you by the Company from time to time. In case you remain absent for more than 2 days during these training programs or you become unable to qualify the trainings to the satisfaction of the Company, the Company shall have the sole discretion to take appropriate action including termination of your employment forthwith in accordance with provisions of Clause 18.1 (e) viii of the detailed terms and conditions of this Employment Letter. In case of your absence due to any personal emergency, your Line Manager shall on his/her sole discretion and upon evaluation of the reason of your absence, may recommend the Company to realign you for the next available training within a period of 30 days of your returning from absence. In case you are realigned for the next training as mentioned above, there may be possible change in process and/ or compensation on account of such realignment. If for any reason you do not agree to the realignment terms or no such realignment is possible within a period of 30 days of your returning from absence, the Company shall have the sole discretion to terminate your employment forthwith in accordance with provisions of Clause 18.1 (e) viii.

3. Place of Work and Mobility

Your place of work is as set out in your Summary of Key Terms. However you may need to travel to other locations and offices as reasonably required in the performance of your duties. You confirm that you will travel to such places (both inside and outside India) as the Company may reasonably require from time to time. Should the Company need to permanently change your place of work, you will be given reasonable notice of any such change (acceptable in e-mail/ letter format).

4. Duties

4.1 During your employment with the Company you confirm that you will:

- (a) act in a manner consistent with and which supports our values, purpose and behaviours and in particular the Barclays Values;
- (b) devote the whole of your working time and attention to the business of the Company and the Barclays Group;
- (c) diligently and faithfully perform such duties and exercise such powers and functions as may reasonably be assigned to you by the Company in relation to its business and that of the Barclays Group to the best of your ability and with integrity, due skill, care and diligence;
- (d) use your best efforts to promote and protect the interests of the Company and the Barclays Group and not do anything to harm those interests;
- (e) comply with all reasonable requests, instructions and regulations given by the Company and the Barclays Group and promptly provide such explanations, information and assistance as to your activities in the business of the Company and the Barclays Group as they may reasonably need;
- (f) neither engage in any activities which would detract from the proper performance of your duties under the terms of this Employment Letter, nor (without the prior written consent of the Company) in any capacity including as director, shareholder, principal, consultant, agent, partner or employee engage or be concerned or interested directly or indirectly in any other trade, business or occupation whatsoever provided always that such activities are in compliance with Barclays policies on outside or external business interests. This paragraph will not prevent you holding for investment purposes only, shares or securities which do not exceed three per cent (3%) in nominal value of the share capital or stock of any class of any company quoted on a recognised stock exchange;
- (g) not engage or be interested in any activities which place you in a position where your interests conflict improperly with those of the Barclays Group, its clients, customers or shareholders. Barclays recognises that, on occasion, a conflict of interest may arise which is unavoidable. In such circumstances you must make your line manager and local compliance control room or compliance contact aware of the issue immediately. You must not act in relation to the matter, without their written direction or approval; and
- (h) report any actual or proposed unlawful activity or behaviour affecting the Barclays Group by you or any other employee, officer, contractor of the Barclays Group or any other person to your manager (or, if they are potentially involved in such unlawful activity or behaviour, to your HR Business Partner or a member of your Compliance team) immediately on becoming aware of it.

5. Salary and allowances

Your salary will be paid on a monthly basis on or around the last working day of each month and is subject to applicable taxes, duties, cesses and other applicable withholdings. All tax liabilities arising out of your entire remuneration package, present or future, shall be borne by you. Your salary and any allowances will accrue on a daily basis and will be paid pro rata if you are employed for part of a month.

Your salary will be reviewed annually without commitment to increase. The Company may deduct from any payments to you any money owed by you to any Barclays Group company in accordance with the applicable laws.

Your acceptance to these terms shall confirm your consent to the Company making payment of your salary, compensation, award, incentive/ bonus etc. by way of credit to bank account with the bank of Company's choice or via such other mode as the Company may deem appropriate.

6. Discretionary incentive award

- 6.1 You may be eligible to be considered for a discretionary incentive award on an annual basis. The value, form, conditions of delivery and timing of any such awards are at the Company's discretion. This discretion includes the right to make the award or a proportion of the award in a form other than cash, including an award of Shares and to defer an element of an award under the terms of a Barclays Group incentive plan.
- 6.2 Any discretionary incentive award will only be made if, at that time, you are in employment and are not under notice (whether given or received) nor under suspension or investigation for a regulatory or disciplinary matter.
- 6.3 If you are subject to any investigation or disciplinary process at the time when communication, payment or making of any payment and/or award would otherwise occur, then the delivery of that payment and/or award will be suspended. If on conclusion of any investigation and/or disciplinary process, you are dismissed for gross misconduct or cause and / or have committed any serious breach of the Risk and / or Compliance requirements of the Barclays Group, then no payment and / or award will be made to you. If no disciplinary action (or disciplinary action short of dismissal) is taken against you, then a payment and / or award may be made to you after the conclusion of that process. However, the amount of any award and / or payment to which you are entitled may be reduced by the Company in its sole discretion. For the avoidance of doubt, any award and / or payment may be reduced to nil in such circumstances.
- 6.4 Notwithstanding paragraph 6.3, any unpaid or unvested award (or portion of an unpaid or unvested award) may be reduced (to nil if appropriate) at the Company's discretion and to the extent permitted by applicable laws. For the avoidance of doubt, the Company may exercise its discretion including as a result of:
- (a) Barclays PLC or any subsidiary's financial statements having been materially restated for the period for which the award was made other than restatement due to a change in accounting policy or to rectify a minor error; or
 - (b) Your actions having, in the reasonable opinion of the Remuneration Committee, following consultation with the Company:
 - i. deliberately misled the management of the Company, the market and/or Barclays PLC shareholders regarding the financial performance of Barclays PLC or of any subsidiary;
 - ii. caused harm to the reputation of the Barclays Group;
 - iii. amounted to misconduct; negligence, incompetence or poor performance ("misconduct", "negligence", "incompetence", and "poor performance" as determined by the Remuneration Committee acting in good faith, following consultation with the Company); or
 - (c) The Barclays Group or any of its subsidiaries, in the reasonable opinion of the Remuneration Committee, following consultation with the Risk Committee, has suffered a material failure of risk management.
- 6.5 Should the Company become aware that the amount of any award that has been paid or released to you was calculated on the basis of any false, incorrect or misstated information, then, the Company may, within one year of any such payment or release being made, request that you will repay as a debt to the Company the amount (or any part of the amount) as may be determined in the Company's sole discretion and to the extent permitted by applicable laws. You confirm that in the event a repayment obligation arises the Company is authorised to deduct the appropriate amount from your salary or any other

amounts due to you (including in instalments) as it determines in its discretion and to the extent permitted by applicable laws.

- 6.6 A payment of cash and / or a release of Shares or other instruments under an award will be subject to tax and other applicable withholdings, taxes, duties, cesses, deductions and will be subject to the rules of any applicable incentive plan.
- 6.7 Whether you are eligible to receive a discretionary incentive award, and if so, the amount shall be determined at the absolute discretion of the Company. You have no contractual right, whether express or implied, to receive an award at all, or an award of any particular amount, and the making of an award in any year does not give rise to any obligation on the Company to make an award in any future year. For the avoidance of doubt, your employment may be terminated by the Company at any time, for any reason, in accordance with clauses 18 or 19 of this Employment Letter and the exercise of that right to terminate is not limited or fettered by any term (express or implied).
- 6.8 Within Barclays, certain (usually senior) roles are designated as 'Material Risk Taker' ("MRT") roles. Where you are a MRT for any particular year you will be notified of this during or following the end of the relevant year. At any time during the seven year period from the date on which any variable remuneration is awarded to you in respect of a period for which you are a MRT (the "Relevant Variable Remuneration"), if Barclays determines that:

(a) your actions or omissions have, in the reasonable opinion of Barclays amounted to misbehaviour or material error; and /or

(b) Barclays or the relevant business unit has suffered a material failure of risk management, then, without prejudice to Barclays other remedies, Barclays may require that you repay an amount, not exceeding the value of the Relevant Variable Remuneration. The repayment shall be of such value as may be determined in Barclays discretion acting in good faith, to such Barclays Group Company and on such terms as Barclays may direct.

In respect of paragraph 6.8 (b) above, Barclays shall take into account your proximity to the applicable failure and your level of responsibility before any request for repayment is made. In respect of paragraphs (a) and (b) above, before any request for repayment is made, Barclays shall take into consideration whether you (i) have participated in, or were responsible for, conduct which resulted in significant losses to the Barclays Group or (ii) failed to meet appropriate standards of fitness and propriety.

For the avoidance of doubt, the whole or any part of the Relevant Variable Remuneration can be clawed back if Barclays makes its determination within seven years from the date that the Relevant Variable Remuneration was awarded to you even if an event falling within (a) or (b) above occurred prior to the date of award.

The determination of what constitutes "misbehaviour", "material error", "material failure of risk management", "significant losses" and "appropriate standards of fitness and propriety" shall be determined by Barclays acting in good faith.

You confirm that in the event Barclays makes a repayment determination, you shall repay the amount subject to that determination within the time period specified in the determination. You further confirm and provide authorisation for Barclays to deduct the appropriate repayment amount from your salary or any other amounts due to you, to the full extent permitted under local law, whether from Barclays or any other Barclays Group company.

You acknowledge that (in addition to its rights at clause 16 (Amendments to terms and conditions of employment) the terms of this clause 6.8 may be amended by Barclays to the extent deemed reasonably necessary in order to comply with law, regulations or guidance published by any regulatory authority or other relevant authority from time to time.

This clause shall apply in addition to the general right of repayment set out in clause 6.5 of the Employment Letter.

7. Statutory and Other Benefits

- 7.1 You will be eligible for various statutory benefits as mentioned in the Summary of Key terms and in accordance with the relevant laws.
- 7.2 The Company operates or may operate a benefits programme for its employees and your benefits are/will set out in full in the attached benefits brochure (except the statutory benefits mentioned above, these benefits do not form part of your contract of employment or have any contractual or other legal effect).
- 7.3 The Company has the right at its absolute discretion to amend or withdraw the benefits at any time and without any compensation or notice to you and / or replace any benefit with an alternative at its discretion.
- 7.4 Participation in any benefits scheme is subject to the rules of the relevant schemes, which may vary from time to time, and is subject to you satisfying any applicable requirements of the insurers or third party providers (where relevant). Your

participation may be excluded where, in Barclays opinion, cover can only be obtained on the basis that exceptional conditions or unusually high premiums are imposed or levied by the insurer or provider.

8. Annual Leave

- 8.1 Your annual leave entitlement is set out in the Summary of Key Terms. The Company's annual leave year currently runs from 1 January to the 31 December. The dates of the annual leave year may be changed. You are obliged to take all your annual leave entitlement in the relevant year, unless a policy/Handbook applicable to you states otherwise, in which case leave may only be carried over subject to and in accordance with those terms and applicable law. Your annual leave dates must be agreed in advance with your line manager. You will be allowed to carry your unutilised privileged leaves over to the next annual leave year, subject to the limit and restrictions as may be defined in the company policy and subject to the applicable laws. There is no provision of encashment of unutilised leave (including in case of termination of employment), except where such encashment is mandated by law applicable at the place of your employment at the relevant time.
- 8.2 If your employment begins during an annual leave year, your annual leave entitlement (plus any Bank or Public Holidays which fall during this period), will be calculated pro rata. During the probationary period you may only take such annual leave as has accrued in your favour up until the time of taking such leave. Any unutilised leave at the time of cessation of employment shall lapse and any payment to be made in lieu of the unutilised leave shall be at the sole discretion of Barclays unless mandated by the applicable law. If you have taken more leave than your accrued entitlement, you shall be required to repay to the Company an amount equivalent to any holiday taken in excess of your pro rata holiday entitlement, and the Company is authorised to deduct the appropriate amount from your final salary instalment or any other sum owed by the Company to you at the Termination Date.
- 8.3 In accordance with regulatory guidelines and the Company's policies, the Company may require you to go on a mandatory block leave.

9. Intellectual Property

- 9.1 For the purposes of this paragraph:

"Intellectual Property Rights" means (i) copyright and related rights, patents, know-how, confidential information, database rights, inventions and rights in trademarks and designs (whether registered or unregistered), (ii) applications for registration, and the right to apply for registration, for any of the same, and (iii) all other intellectual property rights and equivalent or similar forms of protection existing anywhere in the world;

"Invention" means any invention, idea, discovery, development, improvement or innovation made, whether or not patentable or capable of registration, and whether or not recorded in any medium; and

"Works" means all documents, materials, software, photographic or graphic works of any type, and other materials in any medium or format which are created or developed, or are in the process of being created or developed, or used (whether in final form or otherwise) by you or on your behalf or by the Company in the course of your employment with the Company or for the benefit of the Company and which are protected by, contain or relate to any Intellectual Property Rights.

- 9.2 You will promptly disclose and deliver up to the Company all and any Works conceived, or made by you during and in the course of your employment (whether conceived, or made during normal working hours, in your normal place of work, or in conjunction with others, or otherwise). You confirm that you will provide the Company with all originals and copies of all correspondence, documents and other materials in whatever medium or form relating to or concerning the Works and the Intellectual Property Rights they contain.
- 9.3 You confirm that you will only use the Works to perform your obligations under Employment Letter and that you will not make personal copies of any Works other than for the purposes of your employment with the Company.
- 9.4 It is understood that all Intellectual Property Rights created by you in the course of your employment shall be "work for hire". You acknowledge that you have, and will have at all times while you are employed by the Company, a special obligation to further the interests of the undertakings of the Company, and that all Works and Intellectual Property Rights in the Works will automatically, on creation, belong to and vest in the Company absolutely to the fullest extent provided by law.
- 9.5 To the extent that the Works and Intellectual Property Rights do not vest in the Company or the Barclays Group automatically, you will hold such Works and Intellectual Property Rights on trust for the benefit of the Company until the Works and Intellectual Property Rights vest absolutely in the Company.
- 9.6 You confirm that you will immediately, upon request and at the Company's expense, provide all such documents and assistance as may be necessary to vest the Works and Intellectual Property Rights in the Works in the Company, to enable

the Company to enjoy the full benefit of the Intellectual Property Rights, and to enable the Company to enforce its Intellectual Property Rights against third parties or defend claims brought against the Company in relation to any Intellectual Property Rights.

- 9.7 By signing Employment Letter you accept and confirm to assign to the Company or a member of the Barclays Group (as specified by the Company) all current and future Intellectual Property Rights in the Works and any other proprietary rights capable of assignment by way of present assignment of future rights for the full term of such rights. You confirm that such assignment shall be perpetual, worldwide and royalty free. You also confirm that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You acknowledge and confirm that you shall 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.
- 9.8 You unconditionally and irrevocably waive your moral rights in relation to existing and future Works, including your right to be identified as the author of the Works and not to have the Works subject to derogatory treatment. You acknowledge that, except as may be expressly provided by law, no further remuneration or compensation other than that provided for under Employment Letter is or may become due to you.
- 9.9 When this Employment Letter expires or terminates, for whatever reason, you will immediately deliver up to the Company all Works in your possession or under your control, and under no circumstances may any Works be retained by you except with the prior written consent of the Company.
- 9.10 Without prejudice to any specific legal rights which you may otherwise have, you acknowledge that no further remuneration or compensation other than that expressly provided for in this Employment Letter will become due to you in respect of your compliance with this Section 9.

10. Confidentiality

- 10.1 During your employment with the Company or at any time afterwards, you must not disclose to any person or make use of any Confidential Information or trade secrets that you have obtained in the course of your employment. This includes information that you have acquired in the course of your employment concerning the business or affairs of the Company and/or any other Barclays Group company or our customers or clients. You are required to use your best efforts to prevent the unauthorised publication or disclosure of any such Confidential information. Exceptions to this are the use of information for the proper performance of your duties under this Employment Letter, where the Company has given written consent or disclosure is required by law, where the information is already in or comes into the public domain (other than by your unauthorised disclosure).
- 10.2 During your employment or at any time afterwards, you must not make any copy or record (whether recorded in writing, on computer disc, electronically or otherwise) of any Confidential Information, unless this is required for the proper performance of your duties under this Employment Letter. Any such information belongs to the Barclays Group and must be returned by you either at any time during the course of your employment on the request of the Company and immediately on termination of your employment.
- 10.3 For the purposes of this Employment Letter, "Confidential Information" means information concerning the business, affairs, finance, clients or trade connections of the Company, any member of the Barclays Group, or any of its customers, clients, suppliers or agents. This includes but is not limited to:
- (a) commercially sensitive information or trade secrets;
 - (b) corporate and marketing strategy, business development plans, sales reports and research results;
 - (c) business methods and processes, technical information and know-how relating to the Barclays Group's business and which is not available to the public generally, including inventions, designs, programmes, techniques, database systems, formulae and ideas;
 - (d) business contacts, lists or details of clients and suppliers and details of contacts with them, their business or affairs, including client names and client contact details, financial and personal affairs, and trading history and methodology;
 - (e) information on employees and the terms and conditions of their employment, details of employee benefits, incentive schemes/plans, salary scales and/or current or anticipated trade union/employee disputes;

(f) information or details of any actual, potential or threatened litigation, legal action, claim, dispute or arbitration against or with any member of the Barclays Group or any current or former director, officer or employee of the Barclays Group in such capacity and any information in respect of provisions for any such action;

(g) budgets, management accounts, trading statements and other financial reports;

(h) unpublished price sensitive information relating to shares or securities listed or dealt in on any recognised stock exchange; and

(i) any other information which any member of the Barclays Group or any of its employees or consultants has identified (orally, in writing, or by its or their actions) as being secret or confidential in nature or which would reasonably be considered as confidential.

10.4 You shall not solicit business for the Company from any clients belonging to your previous employer/s in breach of your terms of employment with your previous employer. You shall not use any confidential information that came to your knowledge in the course of your previous employment/s while working with the Company. You undertake to indemnify the Company against any action that the Company may face on account of your actions in breach of your obligations to your previous employer/s.

11. Regulatory compliance and dealing codes

11.1 The nature of the Barclays Group's business is such that it is authorised and regulated by the appropriate Regulator.

11.2 It is your responsibility to know, understand and comply with all legal, regulatory and governance obligations, including the provisions of the Regulatory and Compliance policies that are relevant to you. If you are in any doubt as to your responsibilities in this regard or the rules which apply to you, you must contact the Compliance team within your business area.

11.3 If you are a Regulator approved person (or any equivalent status with any other regulator) you must comply with the Regulator's Statement of Principles and Code of Practice for Approved Persons (or meet the applicable standards). Failure to meet these Principles / Standards and / or to comply with this Code of Practice (or other applicable standards) may result in investigation by the regulator, applicable regulator and/or the Company, and / or disciplinary action being taken against you by the Company which may result in the termination of your employment.

11.4 You confirm that you will be bound by and will comply with the Barclays Group Share Dealing Code and with any more stringent dealing rules applicable to you or the area of the business in which you work. In particular, you agree not to make any investment, directly or indirectly, in any company or business which is a customer or client of the Barclays Group and which may in the reasonable opinion of the Company be expected to cause your personal or family interests to conflict with your duty to the Company in any respect.

11.5 Any incentives or compensation payable to you by any member of the Company or Group Company (under this Employment Letter or otherwise, including any guaranteed amounts and including, where applicable, the payment and settlement schedule and split of cash and Shares as set out in this Employment Letter) are subject to limitation or modification to the extent reasonably deemed necessary by the Company including in order to remain consistent with Barclays remuneration policy (as amended from time to time) or to comply with laws and regulations, including any regulations or guidance published by the Regulator from time to time.

12. Expenses

There may be occasions when you incur business expenses for instance, travelling to a training course or visiting another business location for a meeting. Any expenses must be pre-approved and claimed promptly and will be reimbursed to you in line with our procedures, a copy of which can be found on your intranet.

The Company at its sole discretion may bear certain expenses on your training, learning and developmental needs, subject to your acceptance of the terms and obligations as would be mentioned in the agreement ("Training Agreement") that may be executed with you.

As a consideration to the training expenses to be incurred by the Company, you may be asked to work with the Company for a certain period of time, post completion of the said trainings/ programs/courses, as the case may be and/or to compensate the Company by paying an agreed sum as liquidated damages. Your specific obligations will form part of the Training Agreement to be executed with you. For the execution of the Training Agreement, you may be asked to get a surety to undertake your obligations under the terms of the Training Agreement.

Unless otherwise agreed in the Training Agreement, any breach of the terms of the said Training Agreement, will be considered as the breach of the terms of this Letter.

13. Attendance at work

13.1 Your Summary of Key Terms will provide you with details of the particular working pattern that applies to you, and any specific arrangements that may apply regarding changes to this pattern. If you work full time, or for 8 hours or more on a given day, your normal working hours would additionally include up to a daily one hour break.

13.2 From time to time, the Company may need to vary your hours, days and times of work if this is necessary to accommodate the needs of the business or the absence of your colleagues. Should the Company need to vary your working hours, you will be given reasonable notice of any such changes.

14. Sickness Leave

14.1 If you are unable to work through ill health or injury you will be entitled to sick leave in accordance with the policy on Leave and Holidays, which can be found in the Company's Intranet. The Company reserves the right to only approve sick leave of more than two consecutive workdays if certified by a medical practitioner of the Company's choice, and you hereby confirm that you co-operate with such an examination and to authorise the full disclosure of any resulting report to Barclays.

14.2 The payment of salary and any allowances during periods of sickness will be subject to as prescribed under the applicable laws and you following the requirements regarding notification and certification of absence as set out in this Employment Letter, on your intranet and the Company being satisfied that you are unable to work due to illness or injury.

15. Other absences from work

Approval should be obtained in advance from your line manager for absence during working hours. If unexpected circumstances mean that this is not possible, you should inform your line manager as soon as possible. Absence without approval and / or explanation will be dealt with under the disciplinary procedure which could result in disciplinary action being taken against you by the Company and which may result in the termination of your employment.

16. Amendments to terms and conditions of employment

16.1 The Company reserves the right to review, revise, amend, replace or withdraw the contents of these Terms and introduce new policies, practices, guidelines and procedures from time to time to reflect the changing needs of the business or any changes in legislation or regulation from time to time.

16.2 For the avoidance of doubt, where the Company retains a discretion under these Terms (including but not limited to the discretion to make incentive award(s) to you, any matters considered in the decision whether to make such an award and the value, form, conditions and timing of delivery of any such award(s)) such discretion cannot be limited or fettered in any way other than by consent between you and the Company which is documented formally in writing on the Company's headed paper by an authorised member of the Human Resources Department.

17. Allocation of duties and transfer within the Barclays Group

You confirm that the Company will be entitled at any time and with [prior notice (where required by applicable law) to: (i) assign you to carry out such projects and/or duties commensurate with your abilities as it will in its absolute discretion determine; and/or (ii) assign you on a temporary or permanent basis to undertake additional duties and/or different duties commensurate with your abilities within any part or parts of the Barclays Group as it will in its absolute discretion determine; and/or (iii) second you on a temporary or permanent basis to work for any company in the Barclays Group or to a third party and/or (iv) transfer your employment and its rights and obligations to another company in the Barclays Group.

18. Leaving Barclays

18.1 Subject to paragraph 2 of these Detailed Terms and Conditions the Company and you may each terminate this Employment Letter in accordance with the "Notice" paragraph set out in your Summary of Key Terms. In addition:

(a) either you or the Company may terminate your employment by giving one month's written notice (or, if greater, the minimum notice according to local applicable law) during any probationary period that may apply to you as set out in your Summary of Key Terms;

(b) your employment shall be conditional on your ability to start work on the agreed Start Date. If you are unable to do so, you will have no entitlement to receive any payment or other benefit whatsoever from the Company or the Barclays Group;

(c) your employment may also be terminated by the Company without notice or pay in lieu of notice if you commit an act of gross misconduct (as may be defined under applicable Company policy from time to time which may include failure to comply with any policies and/or procedures including those referred to in the Detailed Terms and Conditions, lack of competence, serious breach of the Terms including improper or unethical behaviour;

(d) Your contractual and normal retirement age is 60 years. On the day you attain that age, your employment shall end automatically without any need for either party to serve written notice; and

(e) the Company may (without notice, pay in lieu of notice or incurring any obligation to pay compensation) immediately terminate your employment if you:

- i. are convicted of any criminal offence (other than a minor offence which, in the opinion of the Company, does not affect your position as an employee of the Company); or
- ii. are guilty of any act of dishonesty or gross or serious misconduct or any conduct which brings or is intended to bring any member of the Barclays Group or yourself into disrepute or may damage the business or affairs of the Barclays Group; or
- iii. have been found by the Company to have materially or repeatedly breached or have not complied with the terms of this Employment Letter (or otherwise fail or refuse to carry out the duties assigned to you); or
- iv. have breached or otherwise failed the Barclays Group sanctions screening policy or process; or
- v. cease to hold or fail to obtain any regulatory approvals or consents which are required for the effective discharge by you of any duties assigned to you under this Employment Letter; or
- vi. materially breach the rules of the Regulator; or
- vii. breach any Barclays Group rules on anti-bribery or anti-corruption;
- viii. don't obtain or maintain the accreditation(s) or qualifications that you are required to have (in the Company's opinion, or according to relevant regulators or professional bodies) to be able to work in your job profile
- ix. be repeatedly absent without leave or absent without leave for a period exceeding 14 days.

This sub paragraph is not exhaustive and does not restrict any other right which the Company may have (whether at common law or otherwise) to terminate your employment summarily.

18.2 You shall be liable to pay the Damages to the Company, in case you fail to serve the requisite notice as mentioned in the Summary of Key Terms. These Damages shall be in addition to the payment of salary in lieu of notice period. In respect of the Damages, the Company reserves the right to set-off against/ write off as amount payable/ withhold from the salary and/or any allowances. Further, you shall not be relieved from your contractual notice period, unless expressly relieved in writing.

18.3 The termination of your employment will not affect any terms of this Employment Letter which are intended to operate after the termination date, including the paragraphs relating to Intellectual Property, Confidentiality and Post Termination Restrictions.

18.4 On termination of your employment, irrespective of the reason, or at any other time when asked by the Company, you will:

- (a) immediately return to the Company all vehicles, equipment and documents, whether electronic or otherwise, and any other property (of any kind) (security pass, business cards, etc) relating to the business of or belonging to the Barclays Group, together with all copies of any such documents that you have in your possession or under your control;
- (b) irretrievably delete any information relating to the business of the Company or the Barclays Group stored on any computer or storage device and all information derived from the same in your possession or control and held outside of any Barclays Group premises;
- (c) resign with immediate effect from any offices or appointments you hold within or connected to the Barclays Group; and
- (d) confirm in writing that you have complied fully with the terms of this paragraph and provide evidence of compliance as the Company may request.

19. Payment in lieu of notice

- 19.1 The Company reserves the right in its sole and absolute discretion to terminate your employment and your terms with immediate effect (whether or not notice has been given by either party) by giving notice in writing to you of its intention to make a payment in lieu of notice and, if it does so, the Company shall make you a payment in lieu of notice, equal to the salary which you would have been entitled to receive if you had worked during your Notice Period or, if your Notice Period has started, the unexpired portion (the "Payment in Lieu"). Where the Company elects to make a Payment in Lieu of some or all of your Notice Period, your employment shall terminate on the date specified by the Company, regardless of when the Payment in Lieu is paid
- 19.2 Any Payment in Lieu will be paid less tax and any applicable withholdings. You will not be entitled to receive any payment in respect of holiday entitlement that would have accrued during the period for which the Payment in Lieu is made.
- 19.3 Any Payment in Lieu may be paid by the Company in accordance with the Company policies and subject to the applicable laws. Any Payment in Lieu may at the Company's discretion be paid as a lump sum within one month of the Termination Date or in equal monthly instalments from the date on which notice is served until what would have been the end of the Notice Period provided always that if after exercising its discretion to make a Payment in Lieu the Company becomes aware of any grounds that would permit it to summarily terminate your employment any payments due under this clause 19.3 will cease to be payable and the net value of any Payment in Lieu that has been received by you shall be repaid as a debt to the Company within 30 days of the Company notifying you of this repayment obligation.

20. Garden leave and suspension

- 20.1 The Company may suspend you at any time from the performance of all or any of your duties:
- (a) for the whole or any part of any applicable Notice Period; or
 - (b) for such periods and on such terms as is necessary to allow any investigation to take place (including, but not limited to an investigation by a regulatory authority or an investigation under the Company's disciplinary procedure).
- 20.2 During any period of suspension, the Company will be under no obligation to provide work for or assign any duties to you and may require you not to attend any premises of any member of the Barclays Group (other than as a customer) and may require you to:
- (a) not speak to, contact or otherwise communicate with or engage with any director, consultant, agent, contractor or employee of any member of the Barclays Group other than to carry out your personal banking, or any person, firm or company who, at the date of such suspension or exclusion is a client or customer of any member of the Barclays Group unless they are members of your immediate family;
 - (b) at any time to carry out such special projects or duties commensurate with your abilities as the Company shall in its absolute discretion determine;
 - (c) meet with representatives from the Company in order to facilitate a handover of work and provide assistance with ongoing business activity; and
 - (d) take any holiday which you have accrued.
- 20.3 During any period of suspension:
- (a) your employment with the Company and this Employment Letter will continue and you will continue to be bound by your obligations under it (except as expressly set out in this paragraph) including, but not limited to, your obligations of confidentiality, good faith and fidelity to the Company; and
 - (b) you shall continue to receive your basic salary and all contractual benefits in the usual way.

21. Post termination restrictions

- 21.1 You confirm to the Company (for itself and as trustee and agent for each member of the Barclays Group) that you will not, whether directly or indirectly, on your own behalf or on behalf of or in conjunction with any other person, firm, company or other entity:
- (a) for a period of 6 months (if you are an MD, Director, or VP or equivalent grade) or 3 months (if you are an AVP or below or equivalent grade) from the Termination Date approach, solicit or deal with any person, firm, company or other entity who is or

was a customer, client or supplier of the Company or the Barclays Group and with whom you had material dealings in the course of your employment with the Company or in respect of whom you were aware of material and confidential information, in both cases within the 12 month period immediately prior to the Termination Date. Nothing in this paragraph will prohibit you from seeking or doing business which is not in direct or indirect competition with the business of the Barclays Group; and

(b) for a period of 6 months (if you are an MD, Director, or VP or equivalent grade) or 3 months (if you are an AVP or below or equivalent grade) from the Termination Date solicit or entice away or attempt to solicit or entice away or employ or engage any director, officer or employee of executive status in the Barclays Group with whom you had material dealings within the 12 months period immediately prior to the Termination Date. For the purposes of this paragraph "employee of executive status" will include without limitation any employee of the Barclays Group with a corporate grading Managing Director, Director, Vice President (or equivalent grades, or anything which replaces these grades) and any employees of the Barclays Group with a lower corporate grading where in the 12 months prior to the Termination Date, you have had line manager responsibilities in relation to that employee or they have had line manager responsibilities or have been engaged in work or projects which in the Company's reasonable opinion are key to its business and / or mean that they are in possession of material and confidential information relating to the Barclays Group.

21.2 Each of the restrictions contained in this paragraph are considered by the parties to be reasonable in all the circumstances as at the date of this Employment Letter. However, the parties acknowledge that if any one or more of such restrictions will be judged to be void as going beyond what is reasonable in all the circumstances for the protection of the interests of the Barclays Group, but would be enforceable if words were deleted or one or more of the duration, range of activities and area covered were reduced in scope, the restrictions will be deemed to apply with such modifications as may be necessary to make them valid and effective. Any such modification will not affect the validity of any other restriction contained in this Employment Letter and it is confirmed that each restriction in this paragraph will be construed as separate and individual restrictions.

21.3 You confirm that if, during either your employment with the Company or the period of the restrictions set out in this paragraph you receive an offer of employment or engagement, you will provide a copy of these restrictions to the offeror as soon as reasonably practicable after receiving the offer.

22. Further terms

22.1 No omission to exercise or delay in exercising any right, power or remedy of the Company under this Employment Letter will constitute a waiver of that right, power or remedy.

22.2 During your employment:

(a) the Company may at its discretion require that you undergo screening, including for criminal record, sanctions list and/or credit reference checks from time to time. It is anticipated that any such screening would only be undertaken if required for regulatory purposes or in order to comply with the minimum standards for the role you are undertaking; and

(b) you should advise the Company should any of the circumstances as set out in paragraph 18.1(e) of this Employment Letter arise or be brought against you.

22.3 You acknowledge that in entering into these Terms you have not relied on any representation or undertaking by the Company whether oral or in writing, except as expressly incorporated into this Employment Letter.

22.4 You consent to the Company monitoring your use of all Company resources and its communication and electronic equipment (including without limitation the telephone, internet, blackberry, software applications and email systems) and information stored on the Company's computer equipment, as described in your local acceptable use policy in accordance with the Barclays Group procedure and / or guidance on electronic communications. A copy of the policy that applies to you can be found on your intranet.

22.5 You understand that you may, during your employment, be granted awards under the terms of one or more of the Company's long term incentive plans or any incentive or bonus plan operated by the Barclays Group. If, on termination of your employment, you lose any of the rights or benefits under any such plans you will not be entitled, by way of compensation for loss of office or otherwise, to any compensation for the loss of any rights under any such plans.

22.6 If your employment is terminated at any time by reason of any reconstruction or amalgamation of the Company or any Barclays Group company, whether by winding up or otherwise, and you are offered employment with any concern or undertaking involved in or resulting from the reconstruction or amalgamation on terms which (considered in their entirety) are no less favourable to any material extent than the terms of this Employment Letter, you shall have no claim against the Company or any such undertaking arising out of or connected with the termination.

23. Certifications

23.1 You confirm and certify that:

(a) you are not precluded or restricted by any term of any agreement, undertaking or court order or any obligation to any third party from entering into this Employment Letter or undertaking or properly performing any of the duties of your employment with the Company;

(b) you will notify the Company of any change in circumstances around the termination of your employment with your previous employer between the date of this Employment Letter and the Start Date;

(c) you are not currently, and have never been, the subject of an investigation by any company or body into suspected bribery or corruption activity where either: (i) the investigation was concluded and your conduct found to amount to misconduct; or (ii) where the investigation was on-going and did not reach a conclusion because your employment (or engagement) with that company or body was terminated during the investigation (whether by mutual consent or by voluntary termination or otherwise);

(d) you are not currently, and have never been, the subject of an investigation into suspected criminal activity involving elements of dishonesty (including theft or fraud) or anti-competitive behaviour; and

(e) you will not during your employment at the Company breach any third party's rights in respect of confidential information and/or intellectual property.

23.2 Any breach of these certifications will entitle Barclays to immediately terminate your employment.

24. Governing law

Your Terms are governed in accordance with the laws of the state of your normal place of work, or Mumbai if you work in Corporate Banking, Investment Banking or Wealth and Investment Management. The parties irrevocably submit to the exclusive jurisdiction of the competent courts of the state of your normal place of work, or Mumbai if you work in Corporate Banking, Investment Banking or Wealth and Investment Management in relation to any legal action or proceedings that arise out of or in connection with this Employment Letter.

25. Key policies, procedures and practices

25.1 During your employment with the Company (and where applicable after your employment has terminated) you must comply with all of the Company's policies and procedures and any legal and/or statutory and/or regulatory obligations, including (but not limited to) Barclays Group policies and procedures on, and any other obligations relating to, anti-bribery and corruption. Failure to do so may result in disciplinary action being taken against you.

25.2 You should familiarise yourself with all policies and procedures that apply to your grade and business area as set out on your intranet. The Code of Conduct and the policies, guidelines and procedures on the following issues are particularly important (although this is not intended as a comprehensive list):

- Any applicable Employee Handbook
- Anti Bribery and Corruption
- Regulator's Business Principles
- Disclosure obligations
- Data protection, confidential information and Chinese walls
- Equality and Diversity
- Managing people, including on various types of leave and our disciplinary and grievance policies
- Bullying, Harassment and Discrimination policy
- Prevention of Sexual Harassment at the Workplace
- Dress at Work
- Electronic and other forms of communication
- Personal account and share dealing
- Conflicts of interest and outside business interests and affiliations
- Market conduct
- Gifts and Entertainment
- Health and Safety
- Whistleblowing or Raising Concerns
- Substance Abuse

25.3 Unless otherwise stated, these policies, guidelines and procedures do not form part of this Employment Letter.

25.4 The disciplinary and grievance rules and procedures which are applicable to your employment are set out on your intranet. These rules and procedures do not form part of this Employment Letter. If you wish to appeal against a disciplinary decision you should apply in writing to your line manager or HR contact in accordance with the Company's disciplinary procedure. If you wish to raise a grievance please apply in writing to your line manager or HR contact in accordance with the Company's grievance procedure.

APPENDIX 1

Definitions and interpretation

In the Detailed Terms and Conditions, the following terms have the following meanings:

"Barclays" means Barclays PLC.

"Barclays Group" means Barclays, the Company, and any company which is from time to time:

(a) a holding company (as defined by Section 1159 of the Companies Act 2006) of Barclays

(b) a subsidiary (as defined by Section 1159 of the Companies Act 2006) of Barclays or of its holding company;

(c) a company over which Barclays has control within the meaning of Section 1124 of the Corporation Tax Act 2010; or

(d) a subsidiary undertaking (as defined by Section 1162 of the Companies Act 2006) of Barclays;

and **"Barclays Group company"** will be interpreted accordingly.

"Company" means your employing entity within the Barclays Group.

"Damages" shall mean loss and damage suffered by the Company on account of unauthorized termination of the Employment Letter in breach of the provisions mentioned herein.

"FCA" means the UK's Financial Conduct Authority, or any successor or applicable regulatory authority.

"Notice Period" means the notice period as set out in your Summary of Key Terms.

"PRA" means UK's Prudential Regulation Authority, or any successor or applicable regulatory authority.

"Regulator" means the FCA and / or the PRA, and/or RBI and/or SEBI as may be applicable, or any successor or applicable regulatory authority.

"Risk and/or Compliance requirements" means a control or regulatory issue of business unit significance that is identified by the Company in its absolute discretion.

"RBI" means the Reserve Bank of India or any successor or applicable regulatory authority.

"SEBI" means the Securities Exchange Board of India or any successor or applicable regulatory authority.

"Share" means an ordinary share in Barclays PLC.

"Start Date" means the start date as set out in your Summary of Key Terms.

"Termination Date" means the date on which your employment terminates.

Some capitalised terms in the Detailed Terms and Conditions are as defined in your Summary of Key Terms and any applicable Schedules unless stated otherwise. References to any statute or legislation will include any modification, re-enactment or extension of that legislation.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This ensures transparency and allows for easy verification of the data.

In the second section, the author outlines the various methods used to collect and analyze the data. This includes both manual data entry and the use of specialized software tools. The goal is to ensure that the data is both accurate and easy to interpret.

The third part of the document provides a detailed breakdown of the results. It shows that there is a clear trend in the data, which is consistent with the initial hypothesis. This finding is significant as it provides strong evidence to support the research objectives.

Finally, the document concludes with a summary of the key findings and a list of recommendations for future research. It suggests that further studies should be conducted to explore the underlying causes of the observed trends and to test the findings in a different context.



Koppala Praneetha

F. No 201, P.No 51/A, Sai Ram Residency, Road No. 8, Santhoshima Nagar, Old Safilguda, Neredmet, Hyderabad 500056

09/Jun/2023

Dear Koppala Praneetha,

Subject: Offer letter

We are pleased to offer you the position of **Associate** in PricewaterhouseCoopers Service Delivery Center (Kolkata) Private Limited (hereinafter, the "Company" or "PwC SDC") on **09/Jun/2023**, subject to the terms and conditions attached hereto in Appendices A and B.

Your base office location will be **Hyderabad**.

Your **Total Fixed Compensation** will be Rs. **600,000** as detailed in Appendix A. In addition to that, you will be eligible for performance linked incentive/s as indicated in Appendix A and benefits as determined by the Company's policy. The actual incentive paid could vary depending upon the company and individual performance at the end of each performance assessment year (April to March). Any amount paid will be subject to applicable deductions as per the statutory rules and regulations in force at that given point of time. Review of your performance and compensation would be done periodically in line with the Company's policies. You will also be eligible to participate in learning and development programs as determined relevant for your professional and functional growth using the Company's training policy.

Appendix B lists the broad terms and conditions of service governing your employment with the Company as well as any other internal rules, regulations, policies and practices of the Company which may be amended from time to time. You will be expected to carefully read, and keep yourself informed of, the policies of the Company as announced or amended from time to time.

It is important to note that the Company has a documented Human Capital Manual and Policy (hereinafter, the "HC Policy"). The HC Policy contains, inter alia, various important provisions relating to leave, notice period, independence policy, etc. which are applicable to staff members. Such provisions of the HC Policy shall, by reference, be deemed to be part of your employment contract with the Company.

As an employee of the Company, you are requested to go through the HC Policy or any amendment thereto carefully to fully understand these provisions. In the event of any inconsistency between this employment contract and the HC Policy, the provisions of the HC Policy shall supersede.

This offer and your employment with the Company is subject to successful completion of the **B.Tech** from your college and submission of the necessary mark-sheets /certificates within 6 months from the date of joining failing which the Company may at its discretion, terminate the employment by providing 15 days written notice or salary in lieu thereof.

This offer of employment is valid for a period of **three calendar** days only. To confirm your acceptance to this employment offer, put your signature on page numbers **2, 14** and **15** of this letter and return to us the duplicate copy of the entire agreement duly initiated and signed within **three days** from the date of receipt of the offer letter.

We take pride in being an employer of choice and would like to welcome you to join this Company and contribute to our successes.

PricewaterhouseCoopers Service Delivery Center (Kolkata) Private Limited
Registered Office: 13th Floor, South City Pinnacle, Plot No. X1-1, Block-EP, Sector V, Salt Lake, Kolkata 700 091
Telephone: +91 (33) 6620 9018,
Email id: pwcsdc@xa.pwc.com Website: <https://www.pwc.in/sdc.html>
CIN: U72200WB2010PTC142115



We look forward to a long and mutually beneficial relationship with you.

Yours faithfully,

For and on behalf of-
PricewaterhouseCoopers Service Delivery Center (Kolkata) Private Limited

{{Sig_es_:signer1:signature}}

Authorised Signatory

{{Dte_es_:signer1:date}}

Koppala Praneetha

{{Sig_es_:signer2:signature}}

{{Dte_es_:signer2:date}}

160119733011

CSEI

From: Anjitha V B A12bc2@statestreet.com
 Subject: Required Documents | State Street
 Date: 04-Jul-2023 at 5:35:37 PM
 To: gadipeddapurpreethi@gmail.com

Hi GADIPEDDAPUR, PREETHI,

Congratulations! You have been selected for the Associate 2 Role.

This is with regards to your next step of process, we would need the following details to work on the proposed offer at the earliest possible –

Request you to please apply externally through your personal mail ID and upload resume on generic link on My Workday urgently:
https://statestreet.wd1.myworkdayjobs.com/Global/job/Bangalore-India/Global-Technology-Solutions--Associate-2_R-737293-1

Also, request you to share below details :

Contact Number (In use)	
Final semester exams (Completed /Pending)	
Backlog In any Semester (Yes/No), if yes, cleared or yet to clear	
Tentative time to receive all pending Marksheets	

Note : Please share all requested details in one email itself and use “reply all option”

Thanks & Regards,

Anjitha V B | Talent Acquisition Operations
 State Street Corporation | Global Human Resources | HQ: One Congress Tower, Boston, MA 02111
 Email : A12bc2@statestreet.com | Watch our YouTube channel:
www.youtube.com/StateStreetCorp
 Learn more about our [Global Inclusion focus](#), [latest news](#) and www.statestreet.com/careers



November 16, 2022

PRIVATE AND CONFIDENTIAL

Gadipeddapur Preethi

Dear Gadipeddapur Preethi,

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, Process Excellence Office (PXO) reporting to Sachin Singh, Assistant Vice President. 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.

STATE STREET

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.

STATE STREET

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.

STATE STREET

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.

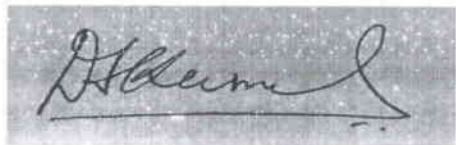
You specifically agree that in entering this agreement (or by commencing internship) that you are not relying on any representation by any person in respect of any matter.

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 16, 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: Gadipeddapur Preethi

Date:

Sl.No.	Roll. No.	Name	Branch	email	Phone No.
1	160119802012	Sadia Husaini	Chemical	ugs19012_chem.sadia@cbit.ac.in	9701078477
2	160119802001	Abhitha Suggala	Chemical	ugs19001_chem.abhitha@cbit.ac.in	7032119958
3	160119732015	Pragna Kasarla	Civil-1	ugs19015_civil.pragna@cbit.org.in	8247735089
4	160119733012	Priyanka Modugula	CSE-1	ugs19012_cse.priyanka@cbit.org.in	9390673487
5	160119733014	Saloni Dayal	CSE-1	ugs19014_cse.saloni@cbit.org.in	8830444427
6	160119733023	Abhinav Vanga	CSE-1	ugs19023_cse.abhinav@cbit.org.in	9010626364
7	160119733050	Sravan Kumar	CSE-1	Ugs19050_cse.sravan@cbit.org.in	8688227905
8	160119733029	Dileep Thoutam	CSE-1	ugs19029_cse.dileep@cbit.org.in	9701803366
9	160119733030	Harish Kothapally	CSE-1	ugs19030_cse.harish@cbit.org.in	6302303318
10	160119733049	Roshan Shaik	CSE-1	ugs19049_cse.shaik@cbit.org.in	7989688134
11	160119733056	Uday Kiran Reddy Nallagandla	CSE-1	ugs19056_cse.uday@cbit.org.in	9550251473
12	160119733302	Krishnaveni Oruganti	CSE-1	ugs19302_cse.oruganti@cbit.org.in	7702191779
13	160119733309	Chaitanya Ragula	CSE-2	Ugs19309_cse.ragula@cbit.org.in	7013161083
14	160119733131	Subiya Maheen	CSE-3	ugs19131_cse.md@cbit.org.in	9110702384
15	160119733135	Pooja Koyya	CSE-3	ugs19135_cse.pooja@cbit.org.in	8143107443
16	160119733130	Manasa Maliki Reddy	CSE-3	ugs19130_cse.manasa@cbit.org.in	7995464789
17	160119735001	Akshitha Samgarsu	ECE-1	ugs19001_ece.akshitha@cbit.ac.in	6304410645
18	160119735002	Bhavana Mudimadugula	ECE-1	ugs19002_ece.bhavana@cbit.ac.in	7981347267
19	160119735006	Harshitha Chinthalapelli	ECE-1	Ugs19006_ece.harshitha@cbit.ac.in	8688177873
20	160119735015	Prahasita Sunku	ECE-1	ugs19015_ece.prahasita@cbit.ac.in	7989843960
21	160119735019	sahithi guntha	ECE-1	ugs19019_ece.sahithi@cbit.ac.in	9490693510
22	160119735022	Sanjana Rao Puligilla	ECE-1	ugs19022_ece.sanjana@cbit.ac.in	9390579377
23	160119735023	Shravani Koduru	ECE-1	ugs19023_ece.shravani@cbit.ac.in	9398198345
24	160119735031	Madhu Chennoju	ECE-1	ugs19031_ece.madhu@cbit.ac.in	9542759371
25	160119735039	saipradeep S	ECE-1	ugs19039_ece.sai@cbit.ac.in	8341106099
26	160119735162	Purna Pranith Sai Somavarapu	ECE-1	ugs19162_ece.purna@cbit.ac.in	6300465658
27	160119735080	Sneha Gaddala	ECE-2	ugs19080_ece.sneha@cbit.org.in	9390086469
28	160119735104	Saiteja Gurram	ECE-2	ugs19104_ece.saiteja@cbit.org.in	9346181949
29	160119735063	JANKITHA	ECE-2	ugs19063_ece.ankitha@cbit.org.in	7780242892
30	160119735106	G Shashi Yadav	ECE-2	ugs19106_ece.shashi@cbit.org.in	9912954053
31	160119735132	Jahnavi Emmadi Srinivas	ECE-3	ugs19132_ece.srinivas@cbit.ac.in	9100944018
32	160119735174	Sandeep Nagam	ECE-3	https://forms.gle/hcS6SivNjHvgctQn9	9014732515
33	160119735151	Lohith Kumar Yamasani	ECE-3	ugs19151_ece.lohith@cbit.ac.in	6301552968
34	160119734052	KALKURI SHIVA SHANTH	EEE-1	ugs19052_eee.shiva@cbit.org.in	8688756457
35	160119734040	Rishi Praneeth Meesala	EEE-1	Ugs19040_eee.rishi@cbit.org.in	8500109577
36	160119734017	Soumya Medam	EEE-1	Ugs19017_eee.soumya@cbit.org.in	8688141422
37	160119734087	Gaddam Bhargav	EEE-2	bhargavgaddam66@gmail.com	9347920879
38	160119734083	Akshay Marla	EEE-2	ugs19083_eee.akshay@cbit.org.in	9505932630
39	160119734104	RAHUL DHIR	EEE-3	ugs19104_eee.rahul@cbit.org.in	8897464822
40	160119737012	Gorantla Ritika	IT-1	ugs19012_it.ritika@cbit.ac.in	8309660927
41	160119737039	Karthik reddy Pesaru	IT-1	ugs19039_it.karthik@cbit.ac.in	7337430250
42	160119737043	Pramod Reddy Ambati	IT-1	ugs19043_it.pramod@cbit.ac.in	9390095818
43	160119737050	Sathvik Sakinala	IT-1	ugs19050_it.sathvik@cbit.ac.in	8328398726
44	160119737058	Venkata Nikhil Balivada	IT-1	ugs19058_it.venkata@cbit.ac.in	8897915409
45	160119737051	Shiva Kumar Chakali	IT-1	ugs19051_it.shiva@cbit.ac.in	919010430584
46	160119737119	Aitha Vamshi Krishna	IT-2	ugs19119_it.vamshi@cbit.ac.in	7993428101
47	160119737077	Sahithi Chituveru	IT-2	ugs19077_it.sahithi@cbit.ac.in	8688905939
48	160119737087	Sushma Polisetty	IT-2	ugs19087_it.sushma@cbit.ac.in	7995904594
49	160119737093	Harsha Vardhan Manchala	IT-2	ugs19093_it.harsha@cbit.ac.in	9390685811
50		Pranav Kumar Konanki	IT-2	ugs19106_it.pranav@cbit.ac.in	9390783743
51	160119737097	Kranthi Kumar Reddy Bontha	IT-2	ugs19097_it.kranthi@cbit.ac.in	9347154879
52	160119737108	Sai pranav Varala	IT-2	ugs19108_it.sai@cbit.ac.in	6300842987
53	160119737109	Surasani Sai Vardhan Reddy	IT-2	ugs19109_it.sai@cbit.ac.in	9390568488
54	160119737065	Charitha G	IT-2	ugs19065_it.charitha@cbit.ac.in	8686003456
55	160119737110	Sampath Kumar Kotha	IT-2	Ugs19110_it.sampath@cbit.ac.in	9951371599
56	160119737117	Sumanth Chippagiri	IT-2	ugs19117_it.sumanth@cbit.ac.in	9100213317
57	160119737137	Nimisha Malreddy	IT-3	ugs19137_it.nimisha@cbit.ac.in	7673982291
58	160119737165	Rahul Vanukuri	IT-3	ugs19165_it.rahul@cbit.ac.in	91703284555
59	160121862061	Srivardhan Veldhandi	MCA	Pgs21061_mca.srivardhan@cbit.org.in	9908983743
60	160121862039	Chandana Madyala	MCA	pgs21039_mca.chandana@cbit.org.in	9502920962
61	160119736308	GANJI SAIRAM	Mech-1	ugs19308_mech.ganji@cbit.org.in	9553017994
62	160119736017	Dheeraj Anumula	Mech-1	ugs19017_mech.dheeraj@cbit.org.in	8978689059
63	160119736018	Divij Mallela	Mech-1	ugs19018_mech.divij@cbit.org.in	9182214985
64	160119736303	Sharath babu Kannoju	Mech-1	ugs19303_mech.kannoju@cbit.org.in	9177146259
65	160119736079	Karthik Modugula	Mech-2	ugs19079_mech.karthik@cbit.org.in	6303063071

CSE-1

Gap IT Services India Private Limited
A subsidiary of

Gap Inc.

Tower 2 (2.2/2.3) Sy. No. 115
Waverock Building, TSIC
Nanakramguda Village, Se
Hyderabad-500008 Telang
Tel : 91-40-43621000

Offer and Appointment Letter

Date: 06/07/2023

Private & Confidential

Rikhila Reddy Annem (Rikhila)

Villa no 65, SRR Heights,, DPS Road, Opposite VNR College,, Bowrampet
Hyderabad 500043, Telanganalndia

Hyderabad

Dear Rikhila Reddy

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

- 1. Designation:** Software Engineer, Grade 5
- 2. Start Date:** As agreed, your start date will be 24/07/2023. Please meet with our Human Resources representative at 9:30 am on the effective date for a new hire orientation. This effective date will be considered by Gap to calculate the tenure of your employment with Gap and all other statutory benefits to which you may be entitled.
- 3. Compensation:** Your annual gross base remuneration will be ₹936,000.00 per year, subject to deduction of tax at source to be paid to you in accordance with Gap's normal payroll practices. The detailed break-up of salary, allowances and benefits is as follows and is also illustrated in Annexure I
- 4. Company Bonus.** Based on your position as Software Engineer you will participate in the Company Bonus Plan. The Company Bonus Plan is an incentive program that rewards achievement of Gap Inc. and/or Division financial and operational objectives as well as individual performance. You are eligible to participate in the program for fiscal 2023 (February 2023 - January 2024). Under the current program, your annual target bonus will be 8% of your base salary. Depending on results and your individual performance, your actual bonus can range from 0 – 200% of target. Bonus payments will be prorated based on active time in position, divisional or country assignment and changes in base salary or incentive target that may occur during the fiscal year. Bonuses for fiscal 2023 are scheduled for payment in March 2024 and you must be employed by Gap Inc. on the payment date to be eligible for an award. Gap Inc. has the right to modify the program at any time. Management discretion can be used to modify the final award amount. Bonus payments are subject to supplemental income tax withholding.
- 5. Place of Work:** Your principal place of employment shall be at Hyderabad, India. You may from time to time be required to work at or from or undertake travel to any other office, branch or location as directed by Gap, within or outside India. Gap reserves the right to transfer you from one location or city to another or to an affiliate or group entity.

06-Jul-2023 9:02 PM

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6. **Hours of Work:** Your working hours shall be as communicated to you from time to time. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
7. **Leave:** You shall be entitled to leave in accordance with Gap's policy as amended from time to time.
8. **Benefits:** Company paid Life and Medical insurance program will be effective for you from the day you report to work. Detailed information on all the Benefits Programs will be provided to you on your first day of employment.
9. **Data Protection:** You shall ensure that all personal data, including sensitive personal data, is accurate and kept secure at all times. You agree to Gap and any affiliates holding and processing, both electronically and manually, the data it collects in relation to you in the course of your employment, for the purposes of administration and management of employees and Gap's business, and for compliance with applicable procedures, laws and regulations and to the transfer, storage and processing by Gap of such data outside India. You agree that data, including sensitive personal data, relevant to your employment with Gap may be collected, processed and retained on a computerized database and can be accessed by and transferred to Gap, its related entities, a Human Resource employee of Gap or its related entities and selected management employees for legitimate business reasons.
10. **Confidential Information:** You shall not, at any time during the term of this Agreement or thereafter, in any way disclose or divulge to any person, firm or body corporate any of the dealings, transactions, affairs, plans, proposals, procedures, trade secrets, methods, systems or other information of any kind in relation to the affairs of Gap or its affiliates that you shall acquire or have acquired by virtue of being in employment with Gap or its affiliates. These restrictions shall continue to apply after termination of this Agreement without limit in point of time.
11. **Intellectual Property:** You agree that the ownership of, and all right, title, and interest in all intellectual properties developed or created from time to time for Gap by you, whether before or after commencement of employment with Gap shall vest in Gap. You hereby transfer and assign in favour of Gap, all rights, title and interest in and to all the intellectual properties, together with the rights to sublicense or transfer any and all rights assigned hereunder to third parties, in perpetuity. You agree that such assignment shall be perpetual, worldwide and royalty free. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if Gap does not exercise the rights under the assignment within a period of one year from the date of assignment. You further acknowledge and agree that you shall 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.
12. **Non-Competition:** You hereby agree that, during the duration of your employment under this Agreement and for a period of twelve months thereafter, you will not, whether in India or elsewhere in the world, compete, directly or indirectly with, or own, manage, operate, control or participate in or be connected with the ownership, management, operation or control of any business that is similar to or in competition with the business of Gap or any parent company of Gap.

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- 13. Non-Solicitation:** During the period of employment and for twelve months following termination of your employment for any reason whatsoever, you shall not, directly or indirectly, (i) solicit, encourage, or induce or attempt to solicit, encourage, or induce any (A) employee, marketing agent, vendor, partner or consultant of Gap to terminate his employment, agency, contract or consultancy with Gap, or any (B) prospective employee with whom Gap has had discussions or negotiations within six months prior to your termination of employment, not to establish a relationship with Gap, (ii) induce or attempt to induce any current customer to terminate its relationship with Gap, or (iii) induce any potential customer with whom Gap has had discussions or negotiations within six months prior to your termination of employment not to establish a relationship with Gap.
- 14. Indemnity:** At all times during the course of your employment with Gap (and even after the termination of this Agreement with respect to the terms contained herein), you agree to indemnify Gap and keep it indemnified, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which Gap may suffer or incur or which may be made against Gap as a result of your acts or omissions during the course of employment.
- 15. Warranties:** You confirm and warrant that:
- you have carefully read and fully understand all the provisions of this Agreement.
 - you have not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime, even if you are subject to a pardon, amnesty, or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding or governmental investigation pending or, to the best of your knowledge, threatened against you.
 - you have not been the subject of any adverse court judgment which threatens your solvency or substantially compromises your financial security.
 - you have all the necessary licenses, permissions, consents, approvals, qualifications and memberships required of you to perform the duties under this Agreement.
 - by entering into this Agreement or performing any of the obligations under it, you will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on you. You further undertake to indemnify Gap against any such claims, costs, damages, liabilities or expenses which Gap may incur if you are in breach of any such obligations.
 - in the performance of your obligations, you will not utilize or make available to Gap any confidential or proprietary information of any third party or violate any obligation with respect to such information.
 - you have never been suspended, censured or otherwise been subjected to any disciplinary action or other proceeding, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organization.
- Your employment is on the basis that the information submitted by you is complete and and correct. You agree and acknowledge that if it is found that the information submitted is false or incomplete or that you have concealed certain material information which detrimentally impacts your employment, Gap may terminate employment without providing any notice or pay in lieu thereof.
- 16. Equitable Remedies and Employee Representations:** You agree and acknowledge that the restrictions contained in Clauses 12, 13, 15 and 16 are reasonable and necessary for the protection of the business and goodwill of Gap. The rights and obligations of the parties under Clauses 12, 13, 15 and 16 of the Agreement shall survive the termination of this Agreement and shall not be extinguished by termination of this Agreement.

You agree that any breach or threatened breach of the aforementioned clauses is likely to cause Gap substantial and irrevocable damage that is difficult to measure and may not be remedied solely by damages. Therefore, in the event of any such breach or threatened breach, you agree that Gap, in addition to such other remedies which may be available, shall have the right to obtain an injunction from a court restraining such a breach or threatened breach and the right to specific performance of the provisions of either such clauses, and you hereby waive the adequacy of a remedy at law as a defense to such relief

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Hyderabad-500008 Telang
Tel : 91-40-43621000

You agree and acknowledge that the restrictions contained Clauses 12, 13, 15 and 16 are considered to be reasonable in all the circumstances for the protection of the legitimate interests of Gap and shall be enforceable independently. While the undertakings and agreements under the clauses are considered by Gap and you to be reasonable in all circumstances, if one or more should be held to be invalid as an unreasonable restraint of trade or for any other reason whatsoever by a final adjudication of any tribunal or court of competent jurisdiction, but would have been held valid if part of the wording thereof had been deleted or the period thereof reduced or the range of activities or area dealt with reduced in scope, the said undertakings and agreements shall apply with such modifications as may be necessary to make them valid and effective.

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

18. Handover: Upon the cessation of employment for any reason, you shall immediately hand over charge to such person nominated for that purpose by Gap and shall deliver to such person all papers, documents and other property of Gap as may be in your possession, custody, control or power, including but not limited to any keys, phones, computers, vehicles, etc. provided by Gap. In the event of termination by Gap or in case of a resignation by you, Gap may require you to absent yourself from its premises on garden leave and not participate in the working of Gap during any unexpired portion of the notice period. During such garden leave Gap may require you to have no contact with all or any of Gap's agents, employees, customers, clients, distributors and suppliers.

19. Gap Inc. Code of Business Conduct. As part of your employment, you will be given a copy of the Gap Inc. Code of Business Conduct. It outlines many of the standards of business behavior that we expect all employees to live by. It is important for you to fully understand this philosophy and the policies and procedures governing it. You will be required to separately sign a copy of Gap Inc. Code of Business Conduct as an acknowledgement of having read the same and agreement to adhere to its standards.

Past Record. This employment is on the basis that the information submitted by you is complete and correct. If any declaration given or information furnished by you to Gap proves to be false or if you are found to have willfully suppressed any material information, you are liable to be removed from the services of Gap without any notice or compensation whatsoever. This offer is contingent & valid only upon successful completion of a background verification and your eligibility to work in India.

21. Miscellaneous: In addition to the terms and conditions of employment as contained in this Agreement, you shall also observe and comply with and shall be bound by any rules, regulations, work disciplines, policies and procedures either prevalent at the time of your employment or as revised or framed by Gap from time to time for observance and compliance by its employees.

Any change in job title, reporting relationships, job duties and responsibilities, the legal entity that employs you shall not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment, provided that your base salary is not reduced and your other remuneration for services rendered to Gap is not substantially reduced.

Gap IT Services India Private Limited
A subsidiary of

Gap Inc.

Tower 2 (2.2/2.3) Sy. No. 115
Waverock Building, TSIC
Nanakramguda Village, Se
Hyderabad-500008 Telang
Tel : 91-40-43621000

This Agreement shall be governed and interpreted according to the laws of India. The courts at Hyderabad shall have the exclusive jurisdiction to entertain any dispute, controversy, claim or breach arising out of or in relation to this Agreement, including any questions, issues or disputes concerning its existence, validity or termination.

If any provision of this Agreement is held by a court of competent jurisdiction to be illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the invalid or unenforceable provision.

This Agreement and any schedules hereto constitute the entire understanding relating to terms of employment between you and Gap and supersede all prior offers, agreements, statements or representations, written or oral between the parties. Further, you know and agree that, as of the date of this Agreement, you have no former claims of any nature, whatsoever against Gap. Again; we are delighted that you have decided to join us. On behalf of Gap and the staff, I would like to extend a very warm welcome and look forward to working with you

After reviewing the Agreement as stated here, please sign and return the duplicate of this Agreement as confirmation. In the meantime, if you have any further questions, please feel free to contact us.

Yours sincerely,
Peggy Li

I have read and understood and accept all the terms and conditions outlined above and agree to abide by the same.

Rikhila Reddy Annem (Rikhila)

06/07/2023

Annexure 1

Code: 5

Name: Rikhila Reddy Annem (Rikhila)

Designation: Software Engineer

Date of Joining: 24/07/2023

Salary (Monthly) INR

Basic Salary: ₹31,200.00

House Rental Allowance: ₹15,600.00

Leave Travel Allowance: ₹3,120.00

Special Allowance: ₹28,080.00

Monthly Gross Base: ₹78,000.00

06-Jul-2023 9:02 PM

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Hyderabad-500008 Telang
Tel : 91-40-43621000

Salary (Yearly) INR

Basic Salary: ₹374,400.00

House Rental Allowance: ₹187,200.00

Leave Travel Allowance: ₹37,440.00

Special Allowance: ₹336,960.00

Annual Gross Base: ₹936,000.00

Retirals and Car Allowance (Monthly) INR

Provident Fund: ₹3,744.00

Gratuity: ₹1,501.00

Bonus

Company Bonus: 8%

Retirals and Car Allowance (Yearly) INR

Provident Fund: ₹44,928.00

Gratuity: ₹18,012.00

Bonus

Company Bonus: 8%

Initial Bonus. You will receive an initial sign-on-bonus (Initial Bonus) of ₹100,000.00 - with the first monthly payroll that is processed after the commencement of your employment. In the event, you voluntarily terminate your employment, or your employment is terminated for cause of you will be request to repay the initial bonus on or before your working day if the termination occurs before your first employment anniversary. In such an event the extent permitted by the law, the company reserves the right to deduct the initial Incentive bonus from any monies due to be paid to you. The term "for Cause" shall mean a good faith determination by the company that your employment be terminated for any of the following reason : (1) Commission of any crime involving theft, fraud, or moral turpitude; (2) engaging in gross neglect of duties, including willfully failing or refusing to implement or follow company direction ; or (3) breaching company policies and procedure, but not limited to the code of Business conduct , provisions of your employment agreement.

Gap IT Services India Private Limited
A subsidiary of

Gap Inc.

Authorized Signatory: Peggy Li

Acknowledged: Rikhila Reddy Annem (Rikhila)

Date: 06/07/2023

R. Rikhila

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Waverock Building , TSIC
Nanakramguda Village, Se
Hyderabad-500008 Telang
Tel : 91-40-43621000

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Placements HEAD <placements@cbit.ac.in>

Deloitte USI Consulting Test Shortlist || CBIT, Hyderabad

3 messages

Menon, Hari <harimenon@deloitte.com>

Wed, Aug 24, 2022 at 8:26 AM

To: Placements HEAD <placements@cbit.ac.in>, "prathambunny.19@gmail.com" <prathambunny.19@gmail.com>
 Cc: "Pillay, Kanchan" <kanpillay@deloitte.com>, ". Anand" <anand6@deloitte.com>, Principal CBIT
 <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, "faculty_placementcoordinators@cbit.ac.in"
 <faculty_placementcoordinators@cbit.ac.in>, "2023placementinfo@cbit.org.in" <2023placementinfo@cbit.org.in>, USI
 Consulting Campus TA <usiconsultingcampusta@deloitte.com>, "Kapil, Ishani" <ikapil@deloitte.com>

Hi NLN sir and CBIT Team,

Please find attached the test shortlists for Deloitte USI Consulting profile for the event planned on 25th August. As a next step, please help share the resumes in the below format by today 24th August, 3 pm.

Resume format test shortlists

- Resume should be in pdf format
- Resume file should be named as <Candidate Full Name_ College Name>
- Resume should have a candidate's **passport size photograph embedded** in the first page

@prathambunny.19@gmail.com- As discussed, the interview would be hybrid with a combination of in-person and virtual panelists. We will request your help with 15 panel rooms on campus for the in-person interviews.

We will come back to you with a complete agenda by today evening between 5-6 pm as an update on top of this email. Please feel free to reach out to us for any queries.

Thanks & Regards,

Hari Menon

Deloitte Consulting India Pvt. Ltd. | Talent Acquisition COE

Mobile: +91 9833800736

harimenon@deloitte.com | www.deloitte.com

From: Kapil, Ishani <ikapil@deloitte.com>**Sent:** Tuesday, August 16, 2022 6:59 PM**To:** Placements HEAD <placements@cbit.ac.in>; prathambunny.19@gmail.com

Cc: Pillay, Kanchan <kanpillay@deloitte.com>; . Anand <anand6@deloitte.com>; Principal CBIT
 <principal@cbit.ac.in>; Anne Violet CBIT-HR <hr@cbit.ac.in>; faculty_placementcoordinators@cbit.ac.in;
 2023placementinfo@cbit.org.in; Chadha, Garima <gchadha@deloitte.com>; USI Consulting Campus TA

Sl.No.	Roll. No.	Name	Branch	email	Phone No.
1	160119802012	Sadia Husaini	Chemical	ugs19012 chem.sadia@cbit.ac.in	9701078477
2	160119802001	Abhitha Suggala	Chemical	ugs19001 chem.abhitha@cbit.ac.in	7032119958
3	160119732015	Pragna Kasarla	Civil-1	ugs19015 civil.pragna@cbit.org.in	8247735089
4	160119733012	Priyanka Modugula	CSE-1	ugs19012 cse.priyanka@cbit.org.in	9390673487
5	160119733014	Saloni Dayal	CSE-1	ugs19014 cse.saloni@cbit.org.in	8830444427
6	160119733023	Abhinav Vanga	CSE-1	ugs19023 cse.abhinav@cbit.org.in	9010626364
7	160119733050	Sravan Kumar	CSE-1	Ugs19050 cse.sravan@cbit.org.in	8688227905
8	160119733029	Dileep Thoutam	CSE-1	ugs19029 cse.dileep@cbit.org.in	9701803366
9	160119733030	Harish Kothapally	CSE-1	ugs19030 cse.harish@cbit.org.in	6302303318
10	160119733049	Roshan Shaik	CSE-1	ugs19049 cse.shaik@cbit.org.in	7989688134
11	160119733056	Uday Kiran Reddy Nallagandla	CSE-1	ugs19056 cse.uday@cbit.org.in	9550251473
12	160119733302	Krishnaveni Oruganti	CSE-1	ugs19302 cse.oruganti@cbit.org.in	7702191779
13	160119733309	Chaitanya Ragula	CSE-2	Ugs19309 cse.ragula@cbit.org.in	7013161083
14	160119733131	Subiya Maheen	CSE-3	ugs19131 cse.md@cbit.org.in	9110702384
15	160119733135	Pooja Koyya	CSE-3	ugs19135 cse.pooja@cbit.org.in	8143107443
16	160119733130	Manasa Maliki Reddy	CSE-3	ugs19130 cse.manasa@cbit.org.in	7995464789
17	160119735001	Akshitha Sangarsu	ECE-1	ugs19001 ece.akshitha@cbit.ac.in	6304410645
18	160119735002	Bhavana Mudimadugula	ECE-1	ugs19002 ece.bhavana@cbit.ac.in	7981347267
19	160119735006	Harshitha Chinthalapelli	ECE-1	Ugs19006 ece.harshitha@cbit.ac.in	8688177873
20	160119735015	Prahasita Sunku	ECE-1	ugs19015 ece.prahasita@cbit.ac.in	7989843960
21	160119735019	sahithi guntha	ECE-1	ugs19019 ece.sahithi@cbit.ac.in	9490693510
22	160119735022	Sanjana Rao Puligilla	ECE-1	ugs19022 ece.sanjana@cbit.ac.in	9390579377
23	160119735023	Shravani Koduru	ECE-1	ugs19023 ece.shravani@cbit.ac.in	9398198345
24	160119735031	Madhu Chennoju	ECE-1	ugs19031 ece.madhu@cbit.ac.in	9542759371
25	160119735039	saipradeep S	ECE-1	ugs19039 ece.sai@cbit.ac.in	8341106099
26	160119735162	Purna Pranith Sai Somavarapu	ECE-1	ugs19162 ece.purna@cbit.ac.in	6300465658
27	160119735080	Sneha Gaddala	ECE-2	ugs19080 ece.sneha@cbit.org.in	9390086469
28	160119735104	Saiteja Gurrum	ECE-2	ugs19104 ece.saiteja@cbit.org.in	9346181949
29	160119735063	JANKITHA	ECE-2	ugs19063 ece.ankitha@cbit.org.in	7780242892
30	160119735106	G Shashi Yadav	ECE-2	ugs19106 ece.shashi@cbit.org.in	9912954053
31	160119735132	Jahnvi Emmadi Srinivas	ECE-3	ugs19132 ece.srinivas@cbit.ac.in	9100944018
32	160119735174	Sandeep Nagam	ECE-3	https://forms.gle/hcS6SivNjHvgtQn9	9014732515
33	160119735151	Lohith Kumar Yamasani	ECE-3	ugs19151 ece.lohith@cbit.ac.in	6301552968
34	160119734052	KALKURI SHIVA SHANTH	EEE-1	ugs19052 ece.shiva@cbit.org.in	8688756457
35	160119734040	Rishi Praneeth Meesala	EEE-1	Ugs19040 eee.rishi@cbit.org.in	8500109577
36	160119734017	Soumya Medam	EEE-1	Ugs19017 ece.soumya@cbit.org.in	8688141422
37	160119734087	Gaddam Bhargav	EEE-2	bhargavgaddam66@gmail.com	9347920879
38	160119734083	Akshay Marla	EEE-2	ugs19083 eee.akshay@cbit.org.in	9505932630
39	160119734104	RAHUL DHIR	EEE-3	ugs19104 eee.rahul@cbit.org.in	8897464822
40	160119737012	Gorantla Ritika	IT-1	ugs19012 it.ritika@cbit.ac.in	8309660927
41	160119737039	Karthik reddy Pesaru	IT-1	ugs19039 it.karthik@cbit.ac.in	7337430250
42	160119737043	Pramod Reddy Ambati	IT-1	ugs19043 it.pramod@cbit.ac.in	9390095818
43	160119737050	Sathvik Sakinala	IT-1	ugs19050 it.sathvik@cbit.ac.in	8328398726
44	160119737058	Venkata Nikhil Balivada	IT-1	ugs19058 it.venkata@cbit.ac.in	8897915409
45	160119737051	Shiva Kumar Chakali	IT-1	ugs19051 it.shiva@cbit.ac.in	919010430585
46	160119737119	Aitha Vamshi Krishna	IT-2	ugs19119 it.vamshi@cbit.ac.in	7993428101
47	160119737077	Sahithi Chiluveru	IT-2	ugs19077 it.sahithi@cbit.ac.in	8688905939
48	160119737087	Sushma Polisetty	IT-2	ugs19087 it.sushma@cbit.ac.in	7995904594
49	160119737093	Harsha Vardhan Manchala	IT-2	ugs19093 it.harsha@cbit.ac.in	9390685811
50		Pranav Kumar Konanki	IT-2	ugs19106 it.pranav@cbit.ac.in	9390783743
51	160119737097	Kranthi Kumar Reddy Bontha	IT-2	ugs19097 it.kranthi@cbit.ac.in	9347154879
52	160119737108	Sai pranav Varala	IT-2	ugs19108 it.sai@cbit.ac.in	6300842987
53	160119737109	Surasani Sai Vardhan Reddy	IT-2	ugs19109 it.sai@cbit.ac.in	9390568488
54	160119737065	Charitha G	IT-2	ugs19065 it.charitha@cbit.ac.in	8686003456
55	160119737110	Sampath Kumar Kotha	IT-2	Ugs19110 it.sampath@cbit.ac.in	9951371599
56	160119737117	Sumanth Chippagiri	IT-2	ugs19117 it.sumanth@cbit.ac.in	9100213317
57	160119737137	Nimisha Malreddy	IT-3	ugs19137 it.nimisha@cbit.ac.in	7673982291
58	160119737165	Rahul Vanukuri	IT-3	ugs19165 it.rahul@cbit.ac.in	91703284555
59	160121862061	Srivardhan Veldhandi	MCA	Pgs21061 mca.srivardhan@cbit.org.in	9908983743
60	160121862039	Chandana Madyala	MCA	pgs21039 mca.chandana@cbit.org.in	9502920962
61	160119736308	GANJI SAIRAM	Mech-1	ugs19308 mech.ganji@cbit.org.in	9553017994
62	160119736017	Dheeraj Anumula	Mech-1	ugs19017 mech.dheeraj@cbit.org.in	8978689059
63	160119736018	Divij Mallela	Mech-1	ugs19018 mech.divij@cbit.org.in	9182214985
64	160119736303	Sharath babu Kannoju	Mech-1	ugs19303 mech.kannoju@cbit.org.in	9177146259
65	160119736079	Karthik Modugula	Mech-2	ugs19079 mech.karthik@cbit.org.in	6303063071

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Placements HEAD <placements@cbit.ac.in>

160119733015

29th July, 2022 | (Chaitanya Bharathi Institute of Technology) Oracle (GBU) (Internship + Full Time) Final Selects

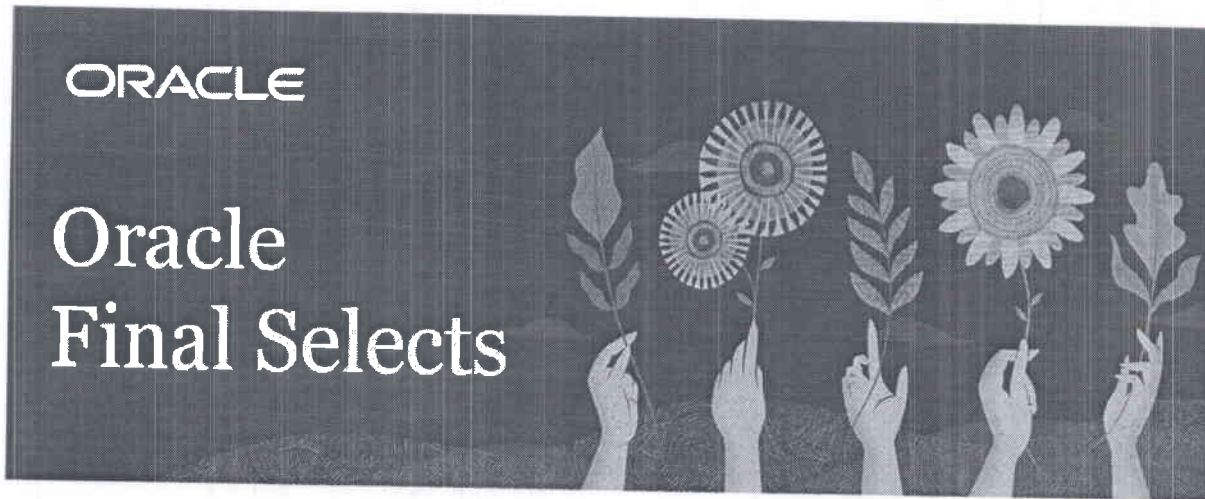
2 messages

Priya Venkataraman <priya.venkataraman@oracle.com>

Fri, Jul 29, 2022 at 11:07 PM

To: "placements@cbit.ac.in" <placements@cbit.ac.in>, Akshitha Singireddy <akshitha1302@gmail.com>

Cc: Ashok Reddy <ashok.ar.reddy@oracle.com>, Chitra Raghav <chitra.raghav@oracle.com>



Dear Team,

Many thanks for your support for the virtual hiring process.

We take immense pleasure to share the final selects for the role of **Associate Software Engineer/Associate Application developer for Oracle GBU group for Internship + Full Time hiring** hired in the virtual hiring process held on **29th July, 2022 (Friday)**

Final Selects: attached***Waitlist Candidates: attached**

Congratulations to all the selects and we will connect with them for next steps.

Kindly share the acceptances of the offered candidates by end of day tomorrow (**30 July**)

***Waitlist Policy:- Based on business requirements, wait-listed candidates may be considered. The confirmation will be shared by Oracle only and no action should be taken by the school without consent.**

Follow Oracle Careers

S.No	Full Name	Gender (*)	Phone(*)	Email(*)	Alternate Phone Number	Alternate Email Id	Current College	UG/PG/ Dual	Current Degree	Current Specialization	Current GPA	On a Scale Of
7	Deshmukh Hyndavi	Female	8309833485	deshmukhhyndavi@gmail.com		deshmukhhyndavi@gmail.com	Chaitanya	UG	Bachelor	Computer Science	9	10
1	Pranav Pullela	Male	7032641444	pullelapanav@gmail.com		pullelapanav@gmail.com	Chaitanya	UG	Bachelor	Computer Science and Engineering	9.23	10
3	Sathvika Katta	Female	9347592626	kattasathvika@gmail.com		kattasathvika@gmail.com	Chaitanya	UG	Bachelor	Computer Science and Engineering	9.05	10
5	Ravitej Rangineni	Male	7337545943	rangineniravitej@gmail.com		rangineniravitej@gmail.com	Chaitanya	UG	Bachelor	Computer Science and Engineering	8.5	10
6	Sai Akhil Podduturi	Male	6303795563	saiakhilpodduturi@gmail.com		saiakhilpodduturi@gmail.com	Chaitanya	UG	Bachelor	Computer Science and Engineering	9.18	10
9	Sai Bhanu Revanath Vazrapu	Male	9390492554	ugs19102_cse.sai@cbit.org.in		ugs19102_cse.sai@cbit.org.in	Chaitanya	UG	Bachelor	Computer Science and Engineering	9.46	10
10	Varun Maddi	Male	9908944650	maddivarun9@gmail.com		maddivarun9@gmail.com	Chaitanya	UG	Bachelor	Computer Science and Engineering	9.27	10
11	Kartheesh Reddy Koripelli	Male	9390000354	ugs19033_cse.kartheesh@cbit		ugs19033_cse.kartheesh@cbit	Chaitanya	UG	Bachelor	Computer Science and Engineering	9.06	10
4	Nalabotheula Sahithya	Female	8341561423	sahithyanalabotheula@gmail.com		sahithyanalabotheula@gmail.com	Chaitanya	UG	Bachelor	Computer Science Engineering	8.95	10
8	BHANU TEJA GANGA	Male	8096332952	ugs19086_cse.bhanu@cbit.org		ugs19086_cse.bhanu@cbit.org	Chaitanya	UG	Bachelor	Computer Science Engineering	9.22	10
15	SRUTHI P	Female	9398945470	sruthi.potlapally@gmail.com		sruthi.potlapally@gmail.com	Chaitanya	UG	Bachelor	Computer Science Engineering	8.98	10
12	kalyan kumar padige	Male	9652864514	kalyankumar1704@gmail.com		kalyankumar1704@gmail.com	Chaitanya	UG	Bachelor	Electronics and Communication Engineering	8.87	10
13	Mid Tousif Ahmed	Male	7780667296	tousifk2618@gmail.com		tousifk2618@gmail.com	Chaitanya	UG	Bachelor	Electronics and Communication Engineering	8.95	10
17	Gowtham Gulla	Male	9347616029	gullagowtham2602@gmail.com		gullagowtham2602@gmail.com	Chaitanya	UG	Bachelor	Electronics and Communication Engineering	8.12	10
18	Nakka Naga Geetha Krishna	Female	7981376251	ugs19012_ee.naga@cbit.ac.in		ugs19012_ee.naga@cbit.ac.in	Chaitanya	UG	Bachelor	Electronics and Communication Engineering	9.25	10
19	chaitanya nallamolu	Male	9346008920	chaitanyanallamolu@gmail.com		chaitanyanallamolu@gmail.com	Chaitanya	UG	Bachelor	Electronics and Communication Engineering	8.61	10
2	Ivan Thota	Male	9502089171	ugs19159_it.ivan@cbit.ac.in		ugs19159_it.ivan@cbit.ac.in	Chaitanya	UG	Bachelor	Information Technology	8.73	10
14	Ranadheer Senani Dasari	Male	9550946197	ranadheersenanid@gmail.com		ranadheersenanid@gmail.com	Chaitanya	UG	Bachelor	Information Technology	7.9	10
16	Shiva Shankar	Male	7780254516	ugs19172_it.shiva@cbit.ac.in		ugs19172_it.shiva@cbit.ac.in	Chaitanya	UG	Bachelor	Information Technology	9.15	10

Sreenija Jakkula
160119733016
CSE - C I

searce^o

To:

Ms. Sreenija Jakkula

Mobile #: +91-9493090411

Email: sreenija.jakkula@gmail.com

Dear Sreenija Jakkula,

With reference to the recent discussion we had with you, we are pleased to offer you an internship as "Software Engineering Analyst" in our organization on the terms discussed. This role will provide you with the opportunity to work in a dynamic organization and evolve as a part of a creative team. We expect you to be ambitious, and to display a high level of enthusiasm and curiosity to learn new things.

Based on your specific curriculum needs, company requirements and individual capability, a specific time-bound project will be assigned as a part of your internship program. All projects you will be involved in or you might have access to, should be treated as highly confidential. Many of the projects you may be involved in are also likely to be live projects and will have additional privacy and nondisclosure requirements from Searce's customers, partners and stakeholders. Please ensure that you first submit your project report to Searce, and take written approval from the HR Manager as well as your reporting manager for the report that you intend to submit to your college as a part of your internship program.

We are excited to welcome you to join our business futurify team which differentiates through our unique experimentation culture, thrives on improvement mindset and unlimited passion to learn new things. We encourage you to be a vital part of nurturing a work culture that believes in straight talk and makes people happier at work.

Designation	Software Engineering Analyst
Period of Internship	09-Jan-2023 to 09-Jul-2023
Stipend	15,000 INR per month

Internship Location	Pune
---------------------	------

Your full time employment with the company (post internship) is subject to your satisfactory performance during your internship and the business requirement. You will also have to mandatorily provide your provisional Degree certificate to be a full time employee. Full time employment will start from the 1st of the next month after you submit your provisional degree certificate. The company also holds the right to extend your internship period if needed.

There will be a one month notice period for people who resign during the internship period or pay equivalent of one month stipend in lieu of the notice period.

No work from home will be allowed during the internship period under any circumstances. Working while out of office will be treated as leaves.

Below mentioned are your designation and compensation details on becoming a full time employee with us.

Designation: Software Engineer

Please find your CTC Structure, applicable post your internship period, in the table below:

Annexure 1**1. Compensation Structure**

	On joining	
	INR p/a	INR p/m
Base Pay		
Basic	175,000	14,583
HRA	70,000	5,833
Conveyance Allowance	24,000	2,000
Special Allowance	146,986	12,248
Education Allowance	12,000	1,000
Attire Allowance	24,000	2,000
Telephone/ Internet Allowance	18,000	1,500
Sub-Total	469,987	39,166
Retirals		
Employer's Contribution to Provident Fund	21,600	1,800
Gratuity (Payable as per the terms of Gratuity Act, 1972)	8,413	701
Total Retirals	30,013	2,501
Total Fixed CTC	500,000	
Loyalty Incentive (Paid at the end of Loyalty period, subject to employment continuity till then)	100,000	
Total Annualized CTC	600,000	

2. Benefits

The below are additional non-monetary benefits not included as a part of the compensation structure above. The terms of such insurance may change from time to time:

- a. Insurance - Group Medclaim: INR 300,000 of sum insured
- b. Insurance - Personal Accident Policy: INR 700,000 of sum insured

3. Retirals

- a. Provident fund: As per the provision of " The Employee Provident Fund and Miscellaneous Act 1952".
- b. Gratuity: As per the provisions of Gratuity Act 1972.

4. Loyalty Incentive:

- a. **Annualized Loyalty Incentive Amount:** INR 100,000 per year (Total Loyalty Incentive Amount = $100,000 * 3 \text{ years} = \text{INR } 300,000$) payable in July 2026.
- b. **Eligibility:** Loyalty Incentive becomes payable on successful completion of employment of 3 years ('Loyalty Period') with the Company.
- c. **Payment Cycle:** Loyalty Incentive is payable in the trailing quarter after successful completion of the Loyalty Period as defined above with the Company. You should be a non-resigned employee of the Company at the time of payment.

Annexure 2

The terms of your offer and subsequent employment on acceptance of offer are as below.

1. **Location** - Your primary place of work will be in Bengaluru. However your location is transferable and you may be assigned to any office of Searce or any of its sister concerns or related entities depending on the changing business needs.
2. **Working Hours** - Given the nature of the business, your responsibilities might require working irregular hours, weekends and/or public holidays and may require shift duties based on the business requirements. The company reserves the right to change the working hours as and when required.
3. **Training** - During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof. Those would be explained to you specifically in writing in case there is a commitment period associated with a certain project or training or travel.
4. **Non Disclosure Agreement:** Your compensation and any changes made therein from time to time is highly confidential. You are expected to maintain utmost confidentiality in regard to the affairs of the company and shall keep confidential any information, instruments, documents etc., relating to the company that may come to your professional knowledge as an employee. To ensure confidentiality, You will be required to sign Non Disclosure Agreement which aims to protect the intellectual property rights and business information of Searce and its clients. If you are bound by Confidentiality Agreement with your previous employer, you must notify the company and indemnify the company against any breach thereof.

5. **No Alternative Engagement:** During your tenure at Searce, you will not engage in or hold an interest in any business (which is related to IT, ITES, Outsourcing, Analytics, Cloud, Automation or Management consulting) or actively participate in any unrelated business to the above or trade or undertake any other employment. If any such interest exists, or is likely to come up in the near future, you are expected to make a full disclosure before accepting this internship letter. Post your tenure with the company, you agree that you will not solicit or deal directly or indirectly with any clients or employees of the company.
 6. **Background Check:** The Company may conduct reference, employment and criminal record verification independently or through a third party vendor and the company reserves the right to terminate your employment if any information submitted by you is found to be incorrect and/or if an unfavourable record is found. Your acceptance of this offer letter indicates your approval of Searce initiating such verification.
 7. **Appointment In Good Faith:** It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.
 8. **Taxation** - Compensation paid shall be subject to taxes as per the prevailing Income Tax regulations. Tax deductions may also vary based on the quantum of the tax savings investment made by the individual and many other parameters based on the regulations.
-


9. **Allocation of Essentials** - Company may allot you hardware such as Laptop, Mobile etc., relevant software and other required essentials on your joining. It will be your responsibility to take care of those essentials and the employee will be responsible to return these essentials at the time of termination or retirement.
10. Benefits may change from time to time on the basis of change in company policies.
11. The Company reserves the right to review, revise and/or alter the above compensation including variable and incentives and/or benefits as and when it deems necessary. Your compensation will change in case you relocate to a different city depending upon the cost of living.
12. All Fixed & Variable components are subject to income tax laws as applicable and in force as on the date of the payment and you should be an active employee on the payout date.
13. Additional document requirements.

Undertaking

1. I, Sreenija Jakkula, undertake that there are no claims of damages or legal actions of any nature against me for criminal activity, misappropriation of funds, undertaking dual profession, claims on loss or damages to company property, harassment of co-workers etc.
2. I, Sreenija Jakkula, undertake that I have not been involved in drug abuse & have not been suffering problems with alcoholism, and that I do not suffer from any medical problems that may interfere with the performance of my duties.
3. I, Sreenija Jakkula, confirm that any such history or information as above have been adequately declared to the company in writing prior to accepting this offer, and also that all information provided is correct to the best of my knowledge and understanding.

By signing below, I acknowledge and agree to the above points.

Acceptance

Searce India Private Limited	Sreenija Jakkula
ABJCS1368L Company Tax ID Number (PAN #)	Tax ID Number (PAN #)
 Samir Dadia Signature	 Sreenija Jakkula Signature
VP - People Success Designation	Software Engineer Designation Offered
19-Dec-2022 Date of Offer	Date of Acceptance

We are confident you will find this new opportunity challenging and rewarding. Please confirm your acceptance via a return email on or before 26-Dec-2022. We look forward to having you onboard.



160119733017
Sunayana
CSE-1

January 20, 2023

Sunayana Maddimadugu
plot.no 39,laxmi priya colony, hayathnagar,hyderabad,500070Hyderabad,
Telangana 501505
India

Dear Sunayana,

We are pleased to confirm our offer to join **"PepsiCo Global Business Services India LLP"** ("The Organization") as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day's of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is INR **985,817.00** per annum. This includes statutory retirals. The Target Variable pay offered to you is INR **91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization's annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed

from your Start Date to your termination date and the denominator of which will be 12 (such amount, the "Earned sign-on cash bonus"), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days' notice in writing ("Notice Period"). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or 'Basic Pay' in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

**PEPSICO****PRIVATE AND CONFIDENTIAL**

January 20, 2023

Sunayana Maddimadugu
plot.no 39,laxmi priya colony, hayathnagar,hyderabad,500070Hyderabad,
Telangana 501505
India

Dear Sunayana Maddimadugu,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad -IND**. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

A handwritten signature in black ink that reads "Avantika Susan Nigam".

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP**(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786**

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



PEPSICO

PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Sunayana Maddimadugu
External Title – Function: Graduate Engineering Trainee-IT
DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

***(This entity is registered with Limited Liability)* LLP Identification Number: AAO-6786**

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000

List of Final Selects - Pegasystems

Bherwani, Dinesh <DineshKumar.Bherwani@in.pega.com>
 To: Placements HEAD <placements@cbit.ac.in>
 Cc: "Bherwani, Dinesh" <DineshKumar.Bherwani@in.pega.com>

Fri, Sep 23, 2022 at 8:41 PM

Hello Team,

Please find below the final selects from your esteemed institute with us i.e. Pegasystems for your reference.

We have 7 final selects from the two day event concluded on 15th and 16th September'2022.

S.No	Name	Email
1	Teja Kiran Mirrudoddi	ugs19176_it.teja@cbit.ac.in
2	Varshitha Koppula	varshithakoppula2001@gmail.com
3	Koppula Avinash	ugs19031_it.avinash@cbit.ac.in
4	Bodalapalle Pavan Sai	bodalapallepavansai@gmail.com
5	Gounipalle Sreelatha	gounipallesreelatha@gmail.com
6	Ellapagari Anusha	anushaellapagari@gmail.com
7	Supriya Taduri	supriyataduri6602@gmail.com

Apologies for the delay in sharing the Email.

Do reach out to me if you would require any further information or details from us.

Regards,

Dinesh Bherwani | Talent Attraction Programs Lead | Pegasystems Worldwide India

Phone: +91 9885922859 | Email: dineshkumar.bherwani@in.pega.com | pega.com



JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

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

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

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

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

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

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



APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2023, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

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

A2. Employment Commencement Date

Your employment is expected to commence on 01-Jun-2023. We will confirm any change to this date to you in writing in advance.

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

A3. Working Hours / Place of Work

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

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

A4. Remuneration

Your total fixed pay will be INR 13,00,000 per annum and comprises the following components:
Rupees p.a.

1. Basic Salary	3,90,000
2. Leave Travel Assistance	40,000
3. House Rent Allowance	1,95,000
4. Provident Fund	46,800
5. Special Allowance	6,28,200
A. Total Fixed Pay	13,00,000

Special Cash Award

As soon as administratively practical and typically within 60 days from your start date, we will pay you a one-time sign-on award of INR1,50,000, less applicable taxes and deductions.

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

APPENDIX B – GENERAL EMPLOYMENT TERMS AND CONDITIONS

B1. Employment

B1.1 Your employment is subject to:

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

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

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

B1.4 Your retirement age will be as per Company's policy and subject to satisfactory completion of your probation period and provided that your employment is not terminated.

B2. Remuneration

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

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

B2.3 Any payment of salary or bonus by, or other sum due to you from the Company shall be subject to any

- iii) disobey the Company's lawful and reasonable instructions/requirements;
- iv) habitually neglect your duties; or
- v) otherwise commit a material or repeated breach of your employment terms or any of the Company's or Group's policies.

B4.2 During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:

- (a) suspend you from the performance of any duties or assign you alternative duties;
- (b) exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
- (c) require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
- (d) require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
- (e) remove your access to the Company premises and computer systems;
- (f) require that you return any property belonging to the Company under paragraph 7 in this Appendix; or
- (g) require you not to do any act or thing, or make or cause to be made, any statement reasonably likely to damage the business or reputation of the Company or the Group.

B4.3 If paragraph 5 of Appendix A states that your employment is subject to probation, your probation period will be the first 3 months of employment, which you agree is reasonable, and fair, in light of the responsibilities of the role.

B4.4 At its sole discretion, the Company may notify you of an extension to your probationary period.

B4.5 All your duties (whether express or implied) under your employment and this letter, including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information shall continue throughout the Notice Period including any period that you are on garden leave.

B4.6 During any Notice Period:

- a) you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
- b) you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and to advise on matters relating to work.
- c) you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or operations of the J.P.Morgan.

B5. Leave

Company or required by law.

B7. Return of Company Property

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

B8. Post Employment Restrictions

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

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

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

B8.4 In this paragraph B8:

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

consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

B9. Code of Conduct and Staff Regulations and Affirmation

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

- (a) the Code of Conduct (as amended from time to time or superseded). At the time of acceptance of the offer of employment and on a periodic basis, you will be required to sign an affirmation (or reaffirmation) confirming your understanding and compliance with the provisions of the Code of Conduct; and
- (b) the Company's other internal policies and procedures and all relevant policies and procedures for the line of business in which you are to undertake work.

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

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

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

B10. Working Hours

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

B11. Retirement Benefits

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

B12. Miscellaneous

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

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

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:

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.

APPENDIX D – SPECIFIC CONSENTS

You are required to provide specific consents in accordance with the applicable laws, details of which are provided in Annexure 1 and 2 respectively. It is essential that you carefully read/understand and specifically agree to the same.

Annexure – 1

Please read the following statements carefully. The term "J.P. Morgan" as used in these statements, refers to and is defined as including, either jointly or individually, J.P. Morgan Chase & Co., and/or any of its subsidiaries and affiliates and related body corporates (as defined in the Corporations Act, 2001 (Cwlth)), and/or their respective officers, agents, or employees.

Verification: The information I have provided in this Statement of Information is accurate to the best of my knowledge and subject to verification. I understand that any untrue statement or misrepresentation of fact in any of these statements to any extent, at J.P. Morgan sole discretion, may be grounds for terminating my employment with J.P. Morgan with immediate effect in accordance with the terms and conditions set out in J. P. Morgan Offer Letter.

Security Procedures: At all times during the performance of services for J.P. Morgan, I shall abide by all applicable J.P. Morgan security standards, guidelines and procedures, including, where applicable, those set forth in J.P. Morgan Data Security Policies and Standards Manual and Technical Users' Security Policies and Standards Manual.

Ownership of Intellectual Property: I hereby agree that J.P. Morgan shall have ownership of the entire rights, title and interest in all inventions, original works of authorship, developments, improvements, technical or other contributions, including computer software and trade secrets, and other works which I make, conceive, create or write, alone or jointly with others, during the course of and within the scope of my employment with J.P. Morgan or within six months after termination of such employment if the same is related to the course of my employment ("Developments"). In connection therewith, I hereby assign to J.P. Morgan, all rights, title and interest in and to the Developments to which I am or may at any time after the date of my employment be

or damage resulting from submission or publication of the Material.

I, for myself and anyone entitled to act on my behalf, waive and release, to the maximum extent permitted by law, J.P. Morgan from any claims or liabilities of any kind arising in connection with the Material or the use thereof even though that liability may arise out of negligence or carelessness of any such party. This Agreement and Release Form may be asserted as a full and complete defense to, and may be used as the basis for an injunction against any claims, action or law suit alleged or brought by me against J.P. Morgan. The rights granted herein shall be binding upon my estate, heirs and assigns.

This Agreement and Release is deemed to be made under and shall be construed according to the laws of India and subject to the exclusive jurisdiction of Mumbai Courts. J.P. Morgan – Pre Employment Screening

Confidentiality of Information: I agree that I shall hold on trust for J.P. Morgan Chase & Co. including its subsidiaries and affiliates (respectively or jointly) (JP Morgan) and shall not use, except for the purposes of the performance of my duties during my employment with J.P. Morgan, or disclose to any other party any Confidential Information (as such term is hereinafter defined) which may be disclosed to or created by me in connection with the course of my employment with J.P. Morgan. As used herein, the term "Confidential Information" means any information which relates to confidential, proprietary and/or trade secret information in oral, demonstrative, written, electronic, graphic or machine readable form contained in any documents, manuals, diskettes and other storage medium including but not limited to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions or security procedures, know-how, inventions, training methods or other information relating to the business and other operations of either J.P. Morgan, any affiliate of J.P. Morgan, or any client, customer or vendor of J.P. Morgan and all copies and reproductions thereof, whether or not owned or developed by J.P. Morgan, except such information which is in the public domain at the time of its disclosure to me or which subsequently enters the public domain other than as a result of a breach of duty on my part. I agree that, upon J.P. Morgan written demand for whatever reason, I shall immediately deliver to J.P. Morgan any and all notes, drawings, documents, manuals, diskettes and other

copies or excerpts thereof and confirm to J.P. Morgan, in writing, the return or destruction of the same. I acknowledge that my right to retain and/or use the Confidential Information shall terminate forthwith upon J.P. Morgan written demand and I shall immediately cease to use the Confidential Information. The obligations imposed by this clause shall survive the term of my employment with J.P. Morgan with respect to the performance of services, or of my employment or assignment to render services in connection therewith. I understand and agree that any breach of these confidentiality obligations will cause J.P. Morgan irreparable damage and J.P. Morgan shall have the right to enforce the provisions of this paragraph by means of injunctive relief including specific performance.

Annexure- 2

Consent for Use, Transfer and Verification of Personal Data

1. This consent is for collecting, using, holding, receiving, possessing, storing, dealing, transferring, disclosing or handling ("Use") your Personal Information (defined below) (including your Sensitive Personal Data or Information (defined below)) from you (collectively, "Personal Data") in connection and during your employment with J. P. Morgan Services India Private Limited ("Company") ("Consent").
2. You understand and give consent that during the course of your employment, whether direct or indirect, the Company will Use your Personal Data or any other related document/agreement for the purposes set out below or for any purpose ancillary or incidental thereto as may be relevant for the Company for its business purposes in the course of my employment ("Purpose"):
 - 2.1 personnel administration, including administration of certain employee benefits such as medical and

- (vi) Biometric information;
 - (vii) any detail relating to the above clauses as provided to the Company in relation to your employment or contractual relationship with the Company; and
 - (viii) any of the information received under above clauses by the Company for processing, stored or processed under lawful contract or otherwise.
3. You understand and give consent that your Personal Data collected by the Company will be handled in accordance with the reasonable security practices and policies and procedures of the Company and JPMorgan and that the procedures and policies may change from time to time and that it shall be your responsibility to keep myself updated on the same.
 4. You understand and give consent that the Personal Data collected from you by the Company may be transferred or disclosed by the Company, when such transfer or disclosure of Personal Data is necessary for the Purpose stated in Clause 2 above, to:
 - 4.1 any of its affiliates, subsidiaries, associate companies or branch in the JPMorgan group of companies ("JPMorgan"), whether in India or any other country;
 - 4.2 any agent, contractor, or third party service provider who provides administrative, telecommunications, computer or other services to JPMorgan in connection with the operation of its business;
 - 4.3 any other person under a duty of confidentiality to JPMorgan, which has undertaken to keep such information confidential, including clients of JPMorgan;
 - 4.4 any person seeking employee references;
 - 4.5 any actual or proposed purchaser of all or part of the business of JPMorgan or, in the case of any merger, acquisition or other public offering, the purchaser or subscriber for shares in any entity which is part of JPMorgan;
 - 4.6 third parties in the form of directories of names and office telephone numbers of key officers of JPMorgan for promotional and administrative purpose; and
 - 4.7 any statutory, regulatory, governmental authority, body or association and/or to other third parties where such disclosure is required by applicable law or regulation.
 5. You give consent to the Company, JPMorgan and any adviser, agent, contractor, service provider of JP Morgan or any persons or organizations acting on its behalf, to verify and process information and documentation presented by you or any other third party on your employment application/resume and relating to your engagement with JP Morgan (including Personal Data and complete details of your).
 6. You hereby grant authority for the bearer of this Consent, with immediate effect, to access or be provided with details of your previous employment records held by any company or business for whom you have previously worked.
 7. Upon a request made by you, you may review the Personal Data provided by you to the Company in order to ensure the authenticity of such Personal Data. In the event, any Personal Data provided by you to the Company is found to be inaccurate or deficient, you may request the Company to correct or amend the records as feasible and in accordance with the internal policies and process of the Company. It is your responsibility to keep the Company updated with regard to your Personal Data as and when there is a change in the information provided by you to the Company. The Company shall not be responsible for the

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G. VARSHA

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 blue ink, appearing to read "Jamie", with a large, stylized flourish above it.

J.P.Morgan

29-Nov-2022

Varsha Gajula
Hno. 38-22/5/9, Shivanagar colony, sainikpuri, secunderabad
-500094
HYDERABAD
Telangana
INDIA

Dear Varsha,

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.

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.

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.

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

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;

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M. Vargha

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JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

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


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

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

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

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

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

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

APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2023, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

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

A2. Employment Commencement Date

Your employment is expected to commence on 01-Jun-2023. We will confirm any change to this date to you in writing in advance.

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

A3. Working Hours / Place of Work

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

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

A4. Remuneration

Your total fixed pay will be INR 13,00,000 per annum and comprises the following components:
Rupees p.a.

1. Basic Salary	3,90,000
2. Leave Travel Assistance	40,000
3. House Rent Allowance	1,95,000
4. Provident Fund	46,800
5. Special Allowance	6,28,200
A. Total Fixed Pay	13,00,000

Special Cash Award

As soon as administratively practical and typically within 60 days from your start date, we will pay you a one-time sign-on award of INR1,50,000, less applicable taxes and deductions.

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

APPENDIX B – GENERAL EMPLOYMENT TERMS AND CONDITIONS

B1. Employment

B1.1 Your employment is subject to:

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

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

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

B1.4 Your retirement age will be as per Company's policy and subject to satisfactory completion of your probation period and provided that your employment is not terminated.

B2. Remuneration

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

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

B2.3 Any payment of salary or bonus by, or other sum due to you from the Company shall be subject to any

- iii) disobey the Company's lawful and reasonable instructions/requirements;
 - iv) habitually neglect your duties; or
 - v) otherwise commit a material or repeated breach of your employment terms or any of the Company's or Group's policies.
- B4.2 During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:
- (a) suspend you from the performance of any duties or assign you alternative duties;
 - (b) exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
 - (c) require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
 - (d) require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
 - (e) remove your access to the Company premises and computer systems;
 - (f) require that you return any property belonging to the Company under paragraph 7 in this Appendix; or
 - (g) require you not to do any act or thing, or make or cause to be made, any statement reasonably likely to damage the business or reputation of the Company or the Group.
- B4.3 If paragraph 5 of Appendix A states that your employment is subject to probation, your probation period will be the first 3 months of employment, which you agree is reasonable, and fair, in light of the responsibilities of the role.
- B4.4 At its sole discretion, the Company may notify you of an extension to your probationary period.
- B4.5 All your duties (whether express or implied) under your employment and this letter, including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information shall continue throughout the Notice Period including any period that you are on garden leave.
- B4.6 During any Notice Period:
- a) you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
 - b) you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and to advise on matters relating to work.
 - c) you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or operations of the J.P.Morgan.

B5. Leave

Company or required by law.

B7. Return of Company Property

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

B8. Post Employment Restrictions

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

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

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

B8.4 In this paragraph B8:

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

consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

B9. Code of Conduct and Staff Regulations and Affirmation

- B9.1 It is a condition of your continuing employment and it is your obligation that you comply with:
- (a) the Code of Conduct (as amended from time to time or superseded). At the time of acceptance of the offer of employment and on a periodic basis, you will be required to sign an affirmation (or reaffirmation) confirming your understanding and compliance with the provisions of the Code of Conduct; and
 - (b) the Company's other internal policies and procedures and all relevant policies and procedures for the line of business in which you are to undertake work.
- B9.2 The Company shall be entitled at any time to amend the Company's internal policies and procedures (including but not limited to the Code of Conduct), the benefits set out in the Appendices and other staff regulations, as well as to put in place new policies as the Company sees fit. Any such amendments shall be notified in writing to each employee and shall on provision of such notice, become legally binding.
- B9.3 The Company's Human Resources work policies are set out in the me@jpmc website, as amended from time to time. Please take time to familiarise yourself with these policies when you begin your employment.
- B9.4 To the extent that the contents of policies or procedures refer to obligations on the Company, you agree that they are guides only and are not contractual terms, conditions or representations on which you rely.

B10. Working Hours

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

B11. Retirement Benefits

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

B12. Miscellaneous

- B12.1 This letter represents the entire agreement between the parties with respect to your employment by the Company and supersedes any previous written or oral agreement between the parties in relation to the matters dealt with in it. You acknowledge that you have not been induced to enter into this letter by any representation, warranty or undertaking not expressly incorporated into it.
- B12.2 If any paragraph (or part of any paragraph) of this letter is invalid or unenforceable, the validity or enforceability of the remaining paragraphs (or parts of a paragraph) shall not be affected and the other paragraph (or parts of a paragraph) shall remain in full force and effect as if the invalid or unenforceable parts had been deleted. This letter shall remain in full force and effect and survive the termination of your employment for any reason whatsoever.

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:

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.

APPENDIX D – SPECIFIC CONSENTS

You are required to provide specific consents in accordance with the applicable laws, details of which are provided in Annexure 1 and 2 respectively. It is essential that you carefully read/understand and specifically agree to the same.

Annexure – 1

Please read the following statements carefully. The term "J.P. Morgan" as used in these statements, refers to and is defined as including, either jointly or individually, J.P. Morgan Chase & Co., and/or any of its subsidiaries and affiliates and related body corporates (as defined in the Corporations Act, 2001 (Cwlth)), and/or their respective officers, agents, or employees.

Verification: The information I have provided in this Statement of Information is accurate to the best of my knowledge and subject to verification. I understand that any untrue statement or misrepresentation of fact in any of these statements to any extent, at J.P. Morgan sole discretion, may be grounds for terminating my employment with J.P. Morgan with immediate effect in accordance with the terms and conditions set out in J.P. Morgan Offer Letter.

Security Procedures: At all times during the performance of services for J.P. Morgan, I shall abide by all applicable J.P. Morgan security standards, guidelines and procedures, including, where applicable, those set forth in J.P. Morgan Data Security Policies and Standards Manual and Technical Users: Security Policies and Standards Manual.

Ownership of Intellectual Property: I hereby agree that J.P. Morgan shall have ownership of the entire rights, title and interest in all inventions, original works of authorship, developments, improvements, technical or other contributions, including computer software and trade secrets, and other works which I make, conceive, create or write, alone or jointly with others, during the course of and within the scope of my employment with J.P. Morgan or within six months after termination of such employment if the same is related to the course of my employment ("Developments"). In connection therewith, I hereby assign to J.P. Morgan, all rights, title and interest in and to the Developments to which I am or may at any time after the date of my employment be

or damage resulting from submission or publication of the Material.

I, for myself and anyone entitled to act on my behalf, waive and release, to the maximum extent permitted by law, J.P. Morgan from any claims or liabilities of any kind arising in connection with the Material or the use thereof even though that liability may arise out of negligence or carelessness of any such party. This Agreement and Release Form may be asserted as a full and complete defense to, and may be used as the basis for an injunction against any claims, action or lawsuit alleged or brought by me against J.P. Morgan. The rights granted herein shall be binding upon my estate, heirs and assigns.

This Agreement and Release is deemed to be made under and shall be construed according to the laws of India and subject to the exclusive jurisdiction of Mumbai Courts. J.P. Morgan – Pre Employment Screening

Confidentiality of Information: I agree that I shall hold on trust for J.P. Morgan Chase & Co. including its subsidiaries and affiliates (respectively or jointly) (JP Morgan) and shall not use, except for the purposes of the performance of my duties during my employment with J.P. Morgan, or disclose to any other party any Confidential Information (as such term is hereinafter defined) which may be disclosed to or created by me in connection with the course of my employment with J.P. Morgan. As used herein, the term "Confidential Information" means any information which relates to confidential, proprietary and/or trade secret information in oral, demonstrative, written, electronic, graphic or machine readable form contained in any documents, manuals, diskettes and other storage medium including but not limited to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions or security procedures, know-how, inventions, training methods or other information relating to the business and other operations of either J.P. Morgan, any affiliate of J.P. Morgan, or any client, customer or vendor of J.P. Morgan and all copies and reproductions thereof, whether or not owned or developed by J.P. Morgan, except such information which is in the public domain at the time of its disclosure to me or which subsequently enters the public domain other than as a result of a breach of duty on my part. I agree that, upon J.P. Morgan written demand for whatever reason, I shall immediately deliver to J.P. Morgan any and all notes, drawings, documents, manuals, diskettes and other m

copies or excerpts thereof and confirm to J.P. Morgan, in writing, the return or destruction of the same. I acknowledge that my right to retain and/or use the Confidential Information shall terminate forthwith upon J.P. Morgan written demand and I shall immediately cease to use the Confidential Information. The obligations imposed by this clause shall survive the term of my employment with J.P. Morgan with respect to the performance of services, or of my employment or assignment to render services in connection therewith. I understand and agree that any breach of these confidentiality obligations will cause J.P. Morgan irreparable damage and J.P. Morgan shall have the right to enforce the provisions of this paragraph by means of injunctive relief including specific performance.

Annexure- 2

Consent for Use, Transfer and Verification of Personal Data

1. This consent is for collecting, using, holding, receiving, possessing, storing, dealing, transferring, disclosing or handling ("Use") your Personal Information (defined below) (including your Sensitive Personal Data or Information(defined below)) from you (collectively, "Personal Data") in connection and during your employment with J. P. Morgan Services India Private Limited ("Company")("Consent").
2. You understand and give consent that during the course of your employment, whether direct or indirect, the Company will U s e your Personal Data or any other related document/agreement for the purposes set out below or for any purpose ancillary or incidental thereto as may be relevant for the Company for its business purposes in the course of my employment ("Purpose"):
 - 2.1 personnel administration, including administration of certain employee benefits such as medical and

- (vi) Biometric information;
 - (vii) any detail relating to the above clauses as provided to the Company in relation to your employment or contractual relationship with the Company; and
 - (viii) any of the information received under above clauses by the Company for processing, stored or processed under lawful contract or otherwise.
3. You understand and give consent that your Personal Data collected by the Company will be handled in accordance with the reasonable security practices and policies and procedures of the Company and JPMorgan and that the procedures and policies may change from time to time and that it shall be your responsibility to keep myself updated on the same.
 4. You understand and give consent that the Personal Data collected from you by the Company may be transferred or disclosed by the Company, when such transfer or disclosure of Personal Data is necessary for the Purpose stated in Clause 2 above, to:
 - 4.1 any of its affiliates, subsidiaries, associate companies or branch in the JPMorgan group of companies ("JPMorgan"), whether in India or any other country;
 - 4.2 any agent, contractor, or third party service provider who provides administrative, telecommunications, computer or other services to JPMorgan in connection with the operation of its business;
 - 4.3 any other person under a duty of confidentiality to JPMorgan, which has undertaken to keep such information confidential, including clients of JPMorgan;
 - 4.4 any person seeking employee references;
 - 4.5 any actual or proposed purchaser of all or part of the business of JPMorgan or, in the case of any merger, acquisition or other public offering, the purchaser or subscriber for shares in any entity which is part of JPMorgan;
 - 4.6 third parties in the form of directories of names and office telephone numbers of key officers of JPMorgan for promotional and administrative purpose; and
 - 4.7 any statutory, regulatory, governmental authority, body or association and/or to other third parties where such disclosure is required by applicable law or regulation.
 5. You give consent to the Company, JPMorgan and any adviser, agent, contractor, service provider of JP Morgan or any persons or organizations acting on its behalf, to verify and process information and documentation presented by you or any other third party on your employment application/resume and relating to your engagement with JP Morgan (including Personal Data and complete details of your).
 6. You hereby grant authority for the bearer of this Consent, with immediate effect, to access or be provided with details of your previous employment records held by any company or business for whom you have previously worked.
 7. Upon a request made by you, you may review the Personal Data provided by you to the Company in order to ensure the authenticity of such Personal Data. In the event, any Personal Data provided by you to the Company is found to be inaccurate or deficient, you may request the Company to correct or amend the records as feasible and in accordance with the internal policies and process of the Company. It is your responsibility to keep the Company updated with regard to your Personal Data as and when there is a change in the information provided by you to the Company. The Company shall not be responsible for the

ORACLE

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

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

Private & Confidential

11 April 2023

Wyshallie Dandu

Dear Wyshallie,

16019733022

Wyshallie Dandu

CSE I

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

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

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

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

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 309,525.16** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within

the parameters of the Relocation Policy.

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

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

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

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

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

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

On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Mahender Gahlot (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

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

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



Srihari Beldona
Group Vice President - Human Resources

OFFER LETTER ACCEPTANCE:

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An Employment Agreement which, together with this offer letter, will constitute my formal contract of employment; and
- A separate Proprietary Information Agreement.

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.

ORACLE

The future starts now

Restricted Stock Grant Addendum

11 April 2023

Dear Wyshallie,

After you begin employment with Oracle, a request for approval will be submitted to the Board of Directors of Oracle Corporation submitted to grant you restricted stock units (RSUs) of Oracle Corporation common stock pursuant to the Oracle Corporation 2020 Equity Incentive Plan (the "Plan"), the number of which shall be calculated as follows:

\$20,000.00 USD divided by the closing sale price of one share of Oracle Corporation common stock as reported on the New York Stock Exchange on the RSU grant date, rounded up to the nearest whole share.

If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.

From the D.E Shaw Group | Tech Associates 2022-23 | CBIT

Periwal, Priyam <Priyam.Periwal@deshaw.com>

Mon, Sep 26, 2022 at 10:17 AM

To: "placements@cbit.ac.in" <placements@cbit.ac.in>

Cc: "Tech Campus (Hyd)" <tech-campus@hyd.deshaw.com>, "Bhandari, Yukta" <Yukta.Bhandari@deshaw.com>

Dear Team,

It was a pleasure connecting with you earlier!

We are writing to express our Firm's interest in visiting your institute to participate in this year's campus recruitment process.

We have heard about your institute's success in the recent years, and we would like to collaborate & establish a strong relationship. We hope to provide your graduates with new and challenging careers. We are eager to meet students **graduating in 2023** from the **Computer Science, IT and Circuit** departments.

Process details:

- The entire process will take place **virtually**.
- **Eligibility criteria** - Students **graduating in 2023** from the **Computer Science (7 CGPA & above)** and **Circuit (8 CGPA & above)** branches. Based on this criteria, we request you to share the complete batch profile with us, in the format attached herewith at the earliest. We will then review, and short list students for the process.
- **Tentative Timeline** –
 - **PPT** – 30th September / 3rd October (Please suggest feasibility on both dates)
 - **Online Assessment** – TBD
 - **Interviews** – 10th and 11th October
- As discussed, kindly confirm this will be a dream slot where all eligible students currently placed with CTC less than 21LPA will be eligible to sit for the process

PFA the fact sheet with the required details regarding the on-campus recruitment for 2022-23.

Next Steps :

- Kindly confirm suitable timelines for PPT and Interviews today **as soon as possible**
- Please let us know the **total number of students eligible to sit for the process by EOD today**. Student details in attached format can be shared by 28th September.
- Kindly share the process details with the students so they may start preparations accordingly. Some topics to focus on while preparing for interviews could be :-
 - Resume
 - Basic Problem Solving
 - Basic Data structure
 - Git, Unix
 - Basic CS concepts (SQL, Unix), puzzles and some programming language concepts based on resume

4:47

We look forward to hearing from you soon.

Thanks,

Priyam



Placements HEAD <placements@cbit.ac.in>

CBIT Students Database for D.E Shaw Group | Tech Associates 2022-23 - Reg.

Periwal, Priyam <Priyam.Periwal@deshaw.com>

Fri, Oct 14, 2022 at 2:41 PM

To: "placements@cbit.ac.in" <placements@cbit.ac.in>, 2023placementinfo <2023placementinfo@cbit.org.in>, "po@cbit.ac.in" <po@cbit.ac.in>

Cc: "Tech Campus (Hyd)" <tech-campus@hyd.deshaw.com>, "Bhandari, Yukta" <Yukta.Bhandari@deshaw.com>, "Malekandathil, Noel" <Noel.Malekandathil@deshaw.com>

Hi Team,

We are pleased to extend an offer to the following candidates -

1. Koppula Sai Charan
2. Sumadhura Gaddam
3. Abhinav Vanga

Kindly confirm their acceptance and sign them out from any further on-campus recruitment drives.

Thank you to the entire team for a seamless and successful process.

Thanks,
Priyam

From: Periwal, Priyam <Priyam.Periwal@deshaw.com>**Sent:** Monday, October 10, 2022 6:45 PM**To:** Malekandathil, Noel <Noel.Malekandathil@deshaw.com>; sai akhil p <ugs19044_cse.sai@cbit.org.in>**Cc:** Tech Campus (Hyd) <tech-campus@hyd.deshaw.com>; Bhandari, Yukta <Yukta.Bhandari@deshaw.com>; nandini gopasi <ugs19007_it.nandini@cbit.ac.in>**Subject:** RE: CBIT Students Database for D.E Shaw Group | Tech Associates 2022-23 - Reg.

Hi Team,

Following candidates will have their Round 2 tomorrow as per the below schedule -

1. Koppula Sai Charan 10:30 AM
2. Abhinav Vanga 2:30 PM

Kindly inform them the same. They can use the same link to join the interview.

Thanks,
Priyam

From: Periwal, Priyam <Priyam.Periwal@deshaw.com>**Sent:** Monday, October 10, 2022 4:36 PM**To:** Malekandathil, Noel <Noel.Malekandathil@deshaw.com>; sai akhil p <ugs19044_cse.sai@cbit.org.in>

Campus Placement - ValueLabs

connect <connect@valuelabs.com>

Mon, Sep 26, 2022 at 10:09

To: Placements HEAD <placements@cbit.ac.in>, "ugs19026_eee.arun@cbit.org.in" <ugs19026_eee.arun@cbit.org.in>

Cc: Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, "2023placementinfo@cbit.org.in" <2023placementinfo@cbit.org.in>, Director CDC <director_cdc@cbit.ac.in>, "fpc_cse@cbit.ac.in" <fpc_cse@cbit.ac.in>, IT FPC <fpc_it@cbit.ac.in>, "fpc_eee@cbit.ac.in" <fpc_eee@cbit.ac.in>

Dear Placement Officer,

Thank you for hosting us for the placement drive and we plan to share the Provisional offer letter with the following candidate shortly.

Candidate Name	Candidate Email	Status
Ahmed Raoufuddin	ugs19024_cse.ahmed@cbit.org.in	Selected - SD
Angel sheeba Kaparathi	kaparathiangelshheeba@gmail.com	Selected - SDET
K Sai Kumar Reddy	k.saikumar07032001@gmail.com	Selected - SD
Naga venkatasai vishwanath	vishwanathnaga@gmail.com	Selected - SD
Shriya Dornala	dornalashriya@gmail.com	Selected - SDET
Sunkara Rohit	rohitsunkara24@gmail.com	Selected - SD

Request you to share the attached details today before 6:00 PM

Do feel free to reach out to us for any further support.

Thanks & Regards,

Campus Team

From: connect

Sent: Saturday, September 24, 2022 11:44 AM

To: Placements HEAD <placements@cbit.ac.in>; ugs19026_eee.arun@cbit.org.in

Cc: Principal CBIT <principal@cbit.ac.in>; Anne Violet CBIT-HR <hr@cbit.ac.in>; 2023placementinfo@cbit.org.in; Director CDC <director_cdc@cbit.ac.in>; fpc_cse@cbit.ac.in; IT FPC <fpc_it@cbit.ac.in>; fpc_eee@cbit.ac.in; EEE FPC <fpc_eee@cbit.ac.in>

Subject: RE: [External] Re: Campus Placement - ValueLabs

Dear Placement Officer,

Please refer to the below L1 schedules.

Rest of the candidates schedule will be shared soon.

Candidate Name	Candidate Email	Contact Number	Room No	Timings	Link
N.N.S.C Tagore	naralasetty16shiva@gmail.com	+91 8179583548	1	12:00 PM	https://valuelabs.zoom.us/j/92887246546
Shivani Sarikonda	shivanisrinivas9531@gmail.com	+91 9390077612		12:20 PM	
sumedh anumala	sumedhreddy26@gmail.com	+91 9390686994		12:40 PM	
Md Sohail	mohammedsohail78490@gmail.com	N/A		1:00 PM	
Ahmed Raoufuddin	ugs19024_cse.ahmed@cbit.org.in	N/A		1:20 PM	
Ankitha Vankudothu	ankitha.vankudothu@gmail.com	+91 9100184397		2:40 PM	

C.B.I.T

E-MAIL & WEB SERVICES

Placements HEAD <placements@cbit.ac.in>

Campus Placements - PepsiCo

Moeed, Ahmed {PEP} <Ahmed.Moeed@pepsico.com>
To: Placements HEAD <placements@cbit.ac.in>

Wed, Aug 10, 2022 at 10:40 AM

Hello Sir

PFB the details required

1. Hiring Process – Online Test , Group Discussion , Personal interview , HR round
2. Eligibility Criteria – 80 % in 10th , 12th and graduation (till present semester)
3. Time line - preplacement talk and hiring process - the best slot available
4. Job description and CTC – 1077770 INR

AHMED MOEED

Executive Manager- Talent Acquisition

PepsiCo Global Business Services India LLP15th Floor, Tower 2, GAR Laxmi Infobahn

Kokapet, Hyderabad, 500075, India

Mobile: +91- 9618278000

From: Placements HEAD <placements@cbit.ac.in>
Sent: 04 August 2022 10:42
To: Moeed, Ahmed {PEP} <Ahmed.Moeed@pepsico.com>
Subject: Re: Campus Placements - PepsiCo

WARNING: Email originated outside of PepsiCo.

[Quoted text hidden]

[Quoted text hidden]

 **JD_Final_Campus_v1.docx**
16K

Final offers- Pepsico

Moeed, Ahmed (PEP) <Ahmed.Moeed@pepsico.com>

Tue, Oct 4

 To: Placements HEAD <placements@cbit.ac.in>, Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, "2023placementinfo@cbit.org.in" <2023placementinfo@cb
 Cc: "Varanasi, Kalyan (PEP)" <Kalyan.Varanasi@pepsico.com>

Hi All

PFB the Final offers for PepsiCo

College	Name	Roll No	Stream	Gender	Email	Contact No
Chaitanya Bharathi Institute of Technology	Khyathi Vardhini Vangala	160119732008	Civil	Female	khyathivardhinivangala@gmail.com	8688533611
Chaitanya Bharathi Institute of Technology	Atufa Tanyeem	160119732061	Civil	Female	atufa1307@gmail.com	7386197042
Chaitanya Bharathi Institute of Technology	Koppala Praneetha	160119733010	CSE	Female	praneetha282@gmail.com	9640550657
Chaitanya Bharathi Institute of Technology	Akshay Somisetty	160119733025	CSE	Male	akshaysomisetty0@gmail.com	7013850548
Chaitanya Bharathi Institute of Technology	Md Sohail	160119733034	CSE	Male	mohammedsohail78490@gmail.com	6304747320
Chaitanya Bharathi Institute of Technology	Mohammed Asim	160119733035	CSE	Male	asimmohammed392@gmail.com	7032673387
Chaitanya Bharathi Institute of Technology	Madagoni Nikhil	160119733038	CSE	Male	nikhilmadagoni2001@gmail.com	8688858478
Chaitanya Bharathi Institute of Technology	Sunkara Rohit	160119733043	CSE	Male	rohitsunkara24@gmail.com	8328117725
Chaitanya Bharathi Institute of Technology	Bheema Sai Vaibhav	160119733046	CSE	Male	bheemasalvaibhav@gmail.com	9550672721
Chaitanya Bharathi Institute of Technology	N.N.S.C Tagore	160119733054	CSE	Male	naralasetty16shiva@gmail.com	8179583548
Chaitanya Bharathi Institute of Technology	Mohammed Sanan Moinuddin	160119733097	CSE	Male	mohammedsanan18@gmail.com	7337451607
Chaitanya Bharathi Institute of Technology	Koppula Sai Charan	160119733103	CSE	Male	koppulasaicharan001@gmail.com	9618152076
Chaitanya Bharathi Institute of Technology	Surya Pratap	160119733114	CSE	Male	suryapratap9485@gmail.com	7207851893
Chaitanya Bharathi Institute of Technology	Akshith Reddy Ganta V S	160119733145	CSE	Male	ugs19145_cse.akshith@cbit.org.in	7032854041
Chaitanya Bharathi Institute of Technology	T L SAKETH SIDDARTHA	160119733167	CSE	Male	tl.sakethsiddartha@gmail.com	9908258534
Chaitanya Bharathi Institute of Technology	Koka Sashank	160119733168	CSE	Male	kokasashank2002@gmail.com	9959052485
Chaitanya Bharathi Institute of Technology	Jayasree Kollpakula	160119735008	ECE	Female	jayasri.rosary@gmail.com	7680800843
Chaitanya Bharathi Institute of Technology	Lasya Guduru	160119735009	ECE	Female	lasyaguduru02@gmail.com	9390432940
Chaitanya Bharathi Institute of Technology	Sravya Karyampudi	160119735025	ECE	Female	ugs19025_eca.sravya@cbit.ac.in	8332966358
Chaitanya Bharathi Institute of Technology	Akshaya Enjamoori	160119735061	ECE	Female	enjamooriakshaya@gmail.com	9390773675
Chaitanya Bharathi Institute of Technology	Nagelli Sathvika	160119735077	ECE	Female	ugs19077_eca.sathvika@cbit.org.in	9247871198
Chaitanya Bharathi Institute of Technology	Sami Shaik	160119735105	ECE	Male	ugs19105_eca.shaik@cbit.org.in	9133596974
Chaitanya Bharathi Institute of Technology	Srikarthodupunuri	160119735107	ECE	Male	srikarthodupunuri072002@gmail.com	8639251838
Chaitanya Bharathi Institute of Technology	Muthyam Mithila	160119735125	ECE	Female	mithilamuthyam@gmail.com	7569813305
Chaitanya Bharathi Institute of Technology	Podduturi Shailika	160119735129	ECE	Female	shailika.shaili@gmail.com	7032148877
Chaitanya Bharathi Institute of Technology	S Lalith Adithyan	160119735150	ECE	Male	lalithadithyan03@gmail.com	7036342686
Chaitanya Bharathi Institute of Technology	Patil Sai Vaishnavi	160119734011	EEE	Female	saivaishnavi2002@gmail.com	9390566504
Chaitanya Bharathi Institute of Technology	Dareddy Thulasi Husen Reddy	160119734060	EEE	Male	dthr.360@gmail.com	8688334881

DBS Final Select List

Shruthi SINGH_AGS <shruthisingh@dbs.com>

Wed, Nov 23, 2022 at 10:53 AM

To: Placements HEAD <placements@cbit.ac.in>

Cc: "ugs19020_cse.varsha@cbit.org.in" <ugs19020_cse.varsha@cbit.org.in>, Shantomona BHARADWAJ <shantomona@dbs.com>, Reshma DIRISALA_AGS <reshmadirisala@dbs.com>

Dear NLN Reddy Sir,

We are glad to confirm on the selected candidates for whom the full time with DBS opportunity is confirmed.

We shall roll out the offer in mid-December and looking for 100% offer to joiner ratio.

Name	Gender	Email	Institute	Phone Number
jothi swaroopa	Female	jinka.jyothiswaroopa@gmail.com	Chaitanya Bharathi Institute of Technology	919390452175
ankitha.vankudothu	Female	ankitha.vankudothu@gmail.com	Chaitanya Bharathi Institute of Technology	919100184397
Anjila Gurala	Female	anjila.gurala@gmail.com	Chaitanya Bharathi Institute of Technology	917032619019
Sharvani G	Female	sharvanireddy219@gmail.com	Chaitanya Bharathi Institute of Technology	917095419656
Shriya Dornala	Female	dornalashriya@gmail.com	Chaitanya Bharathi Institute of Technology	918688644933
Sreeja Kumari Pallela	Female	sreejakumari2002@gmail.com	Chaitanya Bharathi Institute of Technology	917386075857
Srija Kotha	Female	srijakotha.24@gmail.com	Chaitanya Bharathi Institute of Technology	919177600981
Rishitha	Female	rishithaerukulla@gmail.com	Chaitanya Bharathi Institute of Technology	917337328172
Jahnvi Sidha	Female	ugs19132_it.jahnvi@cbit.ac.in	Chaitanya Bharathi Institute of Technology	919392808544
Dileep Thoutam	Male	thoutamdileep@gmail.com	Chaitanya Bharathi Institute of Technology	919701803366
Sai Srinivas Anantha	Male	saisrinivasanantha@gmail.com	Chaitanya Bharathi Institute of Technology	919666282879
Vivek Reddy	Male	pokalavivekreddy9@gmail.com	Chaitanya Bharathi Institute of Technology	919553901644
Lakshman Gunda	Male	gundalakshman4@gmail.com	Chaitanya Bharathi Institute of Technology	917331113317

For the remaining shortlisted candidates who are yet to be confirmed, an update can be expected in the 2nd week of December.

Name	Gender	Email	Institute	Phone Number
Nithin Thangallapelly	Male	ugs19102_it.nithin@cbit.ac.in	Chaitanya Bharathi Institute of Technology	919989116367
Merla Jaswanth	Male	jaswanthmerla2002@gmail.com	Chaitanya Bharathi Institute of Technology	919398751803

Vishnu Vardhan Chunchu	Male	chunchuvishnuvardhan@gmail.com	Chaitanya Bharathi Institute of Technology	919347989220
Manideep udumula	Male	udumulamanideep158@gmail.com	Chaitanya Bharathi Institute of Technology	919553601482
kandhuri.srihari	Male	kandhuri.srihari@gmail.com	Chaitanya Bharathi Institute of Technology	918688059540
Suhas Vangala	Male	vsuhas118@gmail.com	Chaitanya Bharathi Institute of Technology	916309436567
Kottakki Veera Venkata Uday Kiran	Male	udaykiran.k5858@gmail.com	Chaitanya Bharathi Institute of Technology	919390318224
Lavudya Manoj	Male	manojlavudya3@gmail.com	Chaitanya Bharathi Institute of Technology	919390834250
Naidu Sudheer	Male	sudheerchowdary676@gmail.com	Chaitanya Bharathi Institute of Technology	918688389731
Mahesh Banoth	Male	banothmahesh789@gmail.com	Chaitanya Bharathi Institute of Technology	919390256094
Shashank Mothkuru	Male	mshashank2403@gmail.com	Chaitanya Bharathi Institute of Technology	919030227878
Karan Singh	Male	9karansinghrajput@gmail.com	Chaitanya Bharathi Institute of Technology	918639668891
Kothapally Harish	Male	kothapallyharish2001@gmail.com	Chaitanya Bharathi Institute of Technology	916302303318
Ashruth Reddy	Male	ashruthreddy.gangula@yahoo.com	Chaitanya Bharathi Institute of Technology	919347433838
Padigela Nithin Kumar	Male	nithinpadigela2001@gmail.com	Chaitanya Bharathi Institute of Technology	917287035691
DILLIKAR SHRUTHI	Female	ugs19310_it.dillikar@cbit.ac.in	Chaitanya Bharathi Institute of Technology	916309347081
Gyanaji Aravind Reddy	Male	gyanajiaravindreddy@gmail.com	Chaitanya Bharathi Institute of Technology	919705879206
Thota Sai Chetan	Male	t.saichetanpatel@gmail.com	Chaitanya Bharathi Institute of Technology	919959971983
Garigaboina Revanth Sai	Male	revanthgarigaboina@gmail.com	Chaitanya Bharathi Institute of Technology	919014552618
Ashok Nalla	Male	ashoknalla99@gmail.com	Chaitanya Bharathi Institute of Technology	919182864354
rohithanugula31	Male	rohithanugula31@gmail.com	Chaitanya Bharathi Institute of Technology	918886161081
BHUTHAM MADHU	Male	madhubhutham09@gmail.com	Chaitanya Bharathi Institute of Technology	916303610293
Vanga Bhagathkumar	Male	bhagathvanga5932@gmail.com	Chaitanya Bharathi Institute of Technology	919391095932

Shruthi singh

Talent Acquisition Group

Email: shruthisingh@dbs.com

DBS Tech India | Hyderabad

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Roll no x 160119733029

CSE - J

MAQ Software

Thoutam Dileep
Aadhaar No: 6839 1628 5100
Phone: 970 180 3366
E-mail: thoutamdileep@gmail.com

Date: June 28, 2023

Dear Thoutam Dileep:

On behalf of MAQ Software Hyderabad Private Limited, a company set up under the Companies Act of India, 1956 (the "Company"), I am pleased to offer you the position of Software Engineer 1 of the Company. We are very impressed with your credentials and we look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. **Position.** a. You will become Software Engineer 1 working on projects from our clients including Microsoft Corporation and other clients (each of which is hereinafter called "Client").
b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company. You will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company.
2. **Start Date.** Subject to fulfilment of any conditions imposed by this letter agreement, you will commence this new position with the Company on Monday, July 03, 2023. Your place of joining will be Hyderabad.
3. **Service Agreement.** Your appointment is subject to your agreeing to be employed by the company for a period from Monday, July 03, 2023, to Tuesday, January 02, 2024. The Company invests in training and provides a learning environment to the employees during their employment. The Company also commits to our clients that our employees will continue on projects for certain minimum period of time. By accepting this appointment letter and the service agreement, you are committing to pay Rupees Sixty Thousand to the company as compensation if you leave the company before service agreement end date for any reason or no reason at all.
4. **Compensation.** Your annual compensation consists of base salary, bonus, house rent allowance and other allowance as described below. In addition, you will be entitled to gratuity and certification reimbursement as per company policy. The salary will be paid to you at the end of each month:

Basic Salary	Rupees 4,12,772
Bonus	Rupees 34,398
House Rent Allowance	Rupees 2,06,386
Other Allowance	Rupees 50,000
Gratuity*	Rupees 19,844
Employee Provident Fund	Rupees 21,600
Health Insurance Reimbursement*	Rupees 5,000
Total Eligible Annual CTC	Rupees 7,50,000

- a. As per the provisions of the Payment of Gratuity Act, 1972.
- b. You will be eligible for Health Insurance reimbursement of up to Rupees Five thousand (Rs. 5,000) as per company policy.

5. **Vacation Benefits.** You will be entitled to paid vacation per year, pro-rated for the remainder of this calendar year as per the company policy.
6. **Confidential Information and Invention Assignment Agreement.** Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "Confidentiality Agreement"), prior to or on your Start Date.
7. **Confidentiality of Terms.** You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary or bonuses to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.
8. **Employment Restriction.** You shall not accept employment directly or indirectly with, at, for or by Client (Microsoft) for a period of one year following the completion of your employment with the Company without the written consent of Company.
9. **At-Will Employment and Notice Period.** Your employment with the Company will be on an "at will" basis. This means that either you or the Company may terminate your employment for any reason or no reason with certain notice period, without further obligation or liability. Refer the employee handbook for more details on notice period.

This simple action allows us to help inform the customer and find a suitable replacement so that customer projects are not adversely affected. The notice period is not applicable in case an employee is terminated due to damage caused to the company for example: due to fraud or misrepresentation.

10. **Surety Deposit.** Rupees Fifteen thousand, deducted from your salary every month for the first four months, will be deposited as surety with the company. This amount will be refunded to you at the end of the service agreement. The surety will not be refunded in case the service agreement is breached by you.
11. **Jurisdiction.** This Agreement shall be governed and construed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the Courts at Hyderabad.

We are all delighted to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

For MAQ Software Hyderabad Private Limited

Amrisha Shah

Signature s

Amrisha Shah

Director of Application Services Delivery

Date: June 28, 2023

Accepted and Agreed

Dileep

Signature

Thoutam Dileep

Date: 06 / 29 / 2023

Attachment A: Confidential Information and Invention Assignment Agreement.

C.B.I.T

E-MAIL & WEB SERVICES

160119733030

Placements HEAD <placements@cbit.ac.in>

Deloitte USI Consulting Test Shortlist || CBIT, Hyderabad

3 messages

Menon, Hari <harimenon@deloitte.com>

Wed, Aug 24, 2022 at 8:26 AM

To: Placements HEAD <placements@cbit.ac.in>, "prathambunny.19@gmail.com" <prathambunny.19@gmail.com>
Cc: "Pillay, Kanchan" <kanpillay@deloitte.com>, "., Anand" <anand6@deloitte.com>, Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, "faculty_placementcoordinators@cbit.ac.in" <faculty_placementcoordinators@cbit.ac.in>, "2023placementinfo@cbit.org.in" <2023placementinfo@cbit.org.in>, USI Consulting Campus TA <usiconsultingcampusta@deloitte.com>, "Kapil, Ishani" <ikapil@deloitte.com>

Hi NLN sir and CBIT Team,

Please find attached the test shortlists for Deloitte USI Consulting profile for the event planned on 25th August. As a next step, please help share the resumes in the below format by today 24th August, 3 pm.

Resume format test shortlists

- o Resume should be in pdf format
- o Resume file should be named as <Candidate Full Name_ College Name>
- o Resume should have a candidate's **passport size photograph embedded** in the first page

@prathambunny.19@gmail.com- As discussed, the interview would be hybrid with a combination of in-person and virtual panelists. We will request your help with 15 panel rooms on campus for the in-person interviews.

We will come back to you with a complete agenda by today evening between 5-6 pm as an update on top of this email. Please feel free to reach out to us for any queries.

Thanks & Regards,**Hari Menon**

Deloitte Consulting India Pvt. Ltd. | Talent Acquisition COE

Mobile: +91 9833800736

harimenon@deloitte.com | www.deloitte.com

From: Kapil, Ishani <ikapil@deloitte.com>**Sent:** Tuesday, August 16, 2022 6:59 PM**To:** Placements HEAD <placements@cbit.ac.in>; prathambunny.19@gmail.com**Cc:** Pillay, Kanchan <kanpillay@deloitte.com>; ., Anand <anand6@deloitte.com>; Principal CBIT <principal@cbit.ac.in>; Anne Violet CBIT-HR <hr@cbit.ac.in>; faculty_placementcoordinators@cbit.ac.in; 2023placementinfo@cbit.org.in; Chadha, Garima <gchadha@deloitte.com>; USI Consulting Campus TA

Sl.No.	Roll. No.	Name	Branch	email	Phone No.
1	160119802012	Sadia Husaini	Chemical	ugs19012_chem.sadia@cbit.ac.in	9701078477
2	160119802001	Abhitha Suggala	Chemical	ugs19001_chem.abhitha@cbit.ac.in	7032119958
3	160119732015	Pragna Kasarla	Civil-1	ugs19015_civil.pragna@cbit.org.in	8247735089
4	160119733012	Priyanka Modugula	CSE-1	ugs19012_cse.priyanka@cbit.org.in	9390673487
5	160119733014	Saloni Dayal	CSE-1	ugs19014_cse.saloni@cbit.org.in	8830444427
6	160119733023	Abhinav Vanga	CSE-1	ugs19023_cse.abhinav@cbit.org.in	9010626364
7	160119733050	Sravan Kumar	CSE-1	Ugs19050_cse.sravan@cbit.org.in	8688227905
8	160119733029	Dileep Thoutam	CSE-1	ugs19029_cse.dileep@cbit.org.in	9701803366
9	160119733030	Harish Kothapally	CSE-1	ugs19030_cse.harish@cbit.org.in	6302303318
10	160119733049	Roshan Shaik	CSE-1	ugs19049_cse.shaik@cbit.org.in	7989688134
11	160119733056	Uday Kiran Reddy Nallagandla	CSE-1	ugs19056_cse.uday@cbit.org.in	9550251473
12	160119733302	Krishnaveni Oruganti	CSE-1	ugs19302_cse.oruganti@cbit.org.in	7702191779
13	160119733309	Chaitanya Ragula	CSE-2	Ugs19309_cse.ragula@cbit.org.in	7013161083
14	160119733131	Subiya Maheen	CSE-3	ugs19131_cse.md@cbit.org.in	9110702384
15	160119733135	Pooja Koyya	CSE-3	ugs19135_cse.pooja@cbit.org.in	8143107443
16	160119733130	Manasa Maliki Reddy	CSE-3	ugs19130_cse.manasa@cbit.org.in	7995464789
17	160119735001	Akshitha Sangarsu	ECE-1	ugs19001_ece.akshitha@cbit.ac.in	6304410645
18	160119735002	Bhavana Mudimadugula	ECE-1	ugs19002_ece.bhavana@cbit.ac.in	7981347267
19	160119735006	Harshitha Chinthalapelli	ECE-1	Ugs19006_ece.harshitha@cbit.ac.in	8688177873
20	160119735015	Prahasita Sunku	ECE-1	ugs19015_ece.prahasita@cbit.ac.in	7989843960
21	160119735019	sahithi guntha	ECE-1	ugs19019_ece.sahithi@cbit.ac.in	9490693510
22	160119735022	Sanjana Rao Putigilla	ECE-1	ugs19022_ece.sanjana@cbit.ac.in	9390579377
23	160119735023	Shravani Koduru	ECE-1	ugs19023_ece.shravani@cbit.ac.in	9398198345
24	160119735031	Madhu Chenoju	ECE-1	ugs19031_ece.madhu@cbit.ac.in	9542759371
25	160119735039	saipradeep S	ECE-1	ugs19039_ece.sai@cbit.ac.in	8341106099
26	160119735162	Purna Pranith Sai Somavarapu	ECE-1	ugs19162_ece.purna@cbit.ac.in	6300465658
27	160119735080	Sneha Gaddala	ECE-2	ugs19080_ece.sneha@cbit.org.in	9390086469
28	160119735104	Saiteja Gurram	ECE-2	ugs19104_ece.saiteja@cbit.org.in	9346181949
29	160119735063	J ANKITHA	ECE-2	ugs19063_ece.ankitha@cbit.org.in	7780242892
30	160119735106	G Shashi Yadav	ECE-2	ugs19106_ece.shashi@cbit.org.in	9912954053
31	160119735132	Jahnavi Emmadi Srinivas	ECE-3	ugs19132_ece.srinivas@cbit.ac.in	9100944018
32	160119735174	Sandeep Nagam	ECE-3	https://forms.gle/hcS6SivNjHvgctQn9	9014732515
33	160119735151	Lohith Kumar Yamasani	ECE-3	ugs19151_ece.lohith@cbit.ac.in	6301552968
34	160119734052	KALKURI SHIVA SHANTH	EEE-1	ugs19052_eee.shiva@cbit.org.in	8688756457
35	160119734040	Rishi Praneeth Meesala	EEE-1	Ugs19040_eee.rishi@cbit.org.in	8500109577
36	160119734017	Soumya Medam	EEE-1	Ugs19017_eee.soumya@cbit.org.in	8688141422
37	160119734087	Gaddam Bhargav	EEE-2	bhargavgaddam66@gmail.com	9347920879
38	160119734083	Akshay Marla	EEE-2	ugs19083_eee.akshay@cbit.org.in	9505932630
39	160119734104	RAHUL DHIR	EEE-3	ugs19104_eee.rahul@cbit.org.in	8897464822
40	160119737012	Gorantla Ritika	IT-1	ugs19012_it.ritika@cbit.ac.in	8309660927
41	160119737039	Karthik reddy Pesaru	IT-1	ugs19039_it.karthik@cbit.ac.in	7337430250
42	160119737043	Pramod Reddy Ambati	IT-1	ugs19043_it.pramod@cbit.ac.in	9390095818
43	160119737050	Sathvik Sakinala	IT-1	ugs19050_it.sathvik@cbit.ac.in	8328398726
44	160119737058	Venkata Nikhil Balivada	IT-1	ugs19058_it.venkata@cbit.ac.in	8897915409
45	160119737051	Shiva Kumar Chakali	IT-1	ugs19051_it.shiva@cbit.ac.in	91901043058
46	160119737119	Aitha Vamshi Krishna	IT-2	ugs19119_it.vamshi@cbit.ac.in	7993428101
47	160119737077	Sahithi Chiluveru	IT-2	ugs19077_it.sahithi@cbit.ac.in	8688905939
48	160119737087	Sushma Polisetty	IT-2	ugs19087_it.sushma@cbit.ac.in	7995904594
49	160119737093	Harsha Vardhan Manchala	IT-2	ugs19093_it.harsha@cbit.ac.in	9390685811
50		Pranav Kumar Konanki	IT-2	ugs19106_it.pranav@cbit.ac.in	9390783743
51	160119737097	Kranthi Kumar Reddy Bontha	IT-2	ugs19097_it.kranthi@cbit.ac.in	9347154879
52	160119737108	Sai pranav Varala	IT-2	ugs19108_it.sai@cbit.ac.in	6300842987
53	160119737109	Surasani Sai Vardhan Reddy	IT-2	ugs19109_it.sai@cbit.ac.in	9390568488
54	160119737065	Charitha G	IT-2	ugs19065_it.charitha@cbit.ac.in	8686003456
55	160119737110	Sampath Kumar Kotha	IT-2	Ugs19110_it.sampath@cbit.ac.in	9951371599
56	160119737117	Sumanth Chippagiri	IT-2	ugs19117_it.sumanth@cbit.ac.in	9100213317
57	160119737137	Nimisha Malreddy	IT-3	ugs19137_it.nimisha@cbit.ac.in	7673982291
58	160119737165	Rahul Vanukuri	IT-3	ugs19165_it.rahul@cbit.ac.in	91703284555
59	160121862061	Srivardhan Veldhandi	MCA	Pgs21061_mca.srivardhan@cbit.org.in	9908983743
60	160121862039	Chandana Madyala	MCA	pgs21039_mca.chandana@cbit.org.in	9502920962
61	160119736308	GANJI SAIRAM	Mech-1	ugs19308_mech.ganji@cbit.org.in	9553017994
62	160119736017	Dheeraj Anumula	Mech-1	ugs19017_mech.dheeraj@cbit.org.in	8978689059
63	160119736018	Divij Mallela	Mech-1	ugs19018_mech.divij@cbit.org.in	9182214985
64	160119736303	Sharath babu Kannoju	Mech-1	ugs19303_mech.kannoju@cbit.org.in	9177146259
65	160119736079	Karthik Modugula	Mech-2	ugs19079_mech.karthik@cbit.org.in	6303063071

L. Jeevan Nath
160119733031
CSE-1
9154483972

Date: 09-Nov-2022

Name: Jeevan Lankadasari

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Jeevan Lankadasari,

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:



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- 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 12, 2022


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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 <u>proceedings and/or convicted for any offence</u>
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

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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

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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:

Jeevan Lankadasari

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

9154483972

Date of interview process:

18-Sep-2022



A Larsen & Toubro Group Company

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.


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ANNEXURE-3
Name : Jeevan Lankadasari
Salary Grade : C1
Date: 09-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	30,176.00
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	



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Medical Insurance Premium:

The Group Mediciam 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.



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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.



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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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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."

Mindtree Ltd., Global Village

T +91 80 6706 4000

RVCE Post, Mysore Road

F +91 80 6706 4100

Bangalore 560 059, India

W www.mindtree.com



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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.



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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 : *Jeevan Nath Lankad*

Name : Jeevan Nath Lankad

Date : Nov 12, 2022



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A Larsen & Toubro Group Company

Mindtree – LTI Amalgamation

Dear Jeevan Lankadasari

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





Mindtree Offer Letter

Final Audit Report

2022-11-12

Created:	2022-11-09
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAC_3FkOJBKRejbE_y4HptkLgZ9_QCcQ_3

"Mindtree Offer Letter" History

-  Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
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-  Waiting for Signature by ljeevan0604@gmail.com
2022-11-09 - 1:48:37 AM GMT
-  Signer ljeevan0604@gmail.com entered name at signing as Jeevan Nath Lankadasari
2022-11-12 - 8:17:04 AM GMT- IP address: 43.249.225.30
-  Document e-signed by Jeevan Nath Lankadasari (ljeevan0604@gmail.com)
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Signature Date: 2022-11-12 - 8:17:06 AM GMT - Time Source: server- IP address: 43.249.225.30
-  Agreement completed.
2022-11-12 - 8:17:06 AM GMT

KARAN SINGH
160119733032
ESE



DBS Tech India Hyderabad - Request for Documentation

1 message

Swathi DODDI_AGS <swathidoddi@dbs.com>
To: Swathi DODDI_AGS <swathidoddi@dbs.com>

Thu, 13 Jul, 2023 at 2:12 PM

Dear Candidate,

As the next stage of the hiring process for the position of **2023 Skill Enhancement Education & Development (SEED) Programme, India - 220000LC**, you are required to submit the below documents

Education Qualification copies :

1. 4.1 Original Marks Memo
2. 4.2 Original Memo/Internet copy, if you are submitting Internet copy please get it attested by your principle (Signature and stamp are mandatory)

Request you to Submit the documents **by 14th July 2023**.

Stay tuned for the next communication!

Note : Offer is subjected to successful completion of Pre-employment Screening

Regards,

Swathi Doddi

Talent Acquisition Group

Email: swathidoddi@dbs.com

Mobile No: 7569663796

DBS Tech India | Hyderabad

DBS. Live more, Bank less

World's Best Yet Again X[®]

World's Best Bank 2021, Excellence
Best Bank in the World 2020, Global Finance
World's Best Bank 2019, Excellence
Global Bank of the Year 2018, The Banker

 **DBS**
Live more, Bank less

CSE135

Kartheesh Reddy K

160119733033

Kartheeshreddy22@gmail.com

ORACLE

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

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

Private & Confidential

23 May 2023

Kartheesh Reddy Koripelli

Dear Kartheesh Reddy,

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

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

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

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

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of INR 309,525.16 toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within

the parameters of the Relocation Policy.

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

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

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

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

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

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

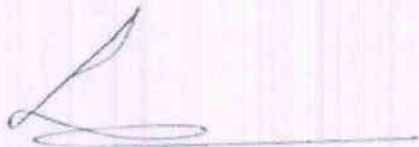
On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Krishna Dandugula (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

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

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



Srihari Beldona
Group Vice President - Human Resources

OFFER LETTER ACCEPTANCE:

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An Employment Agreement which, together with this offer letter, will constitute my formal contract of employment; and
- A separate Proprietary Information Agreement.

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.



Restricted Stock Grant Addendum

23 May 2023

Dear Kartheesh Reddy,

After you begin employment with Oracle, a request for approval will be submitted to the Board of Directors of Oracle Corporation submitted to grant you restricted stock units (RSUs) of Oracle Corporation common stock pursuant to the Oracle Corporation 2020 Equity Incentive Plan (the "Plan"), the number of which shall be calculated as follows:

\$20,000.00 USD divided by the closing sale price of one share of Oracle Corporation common stock as reported on the New York Stock Exchange on the RSU grant date, rounded up to the nearest whole share.

If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.

Final offers- Pepsico

Moeed, Ahmed (PEP) <Ahmed.Moeed@pepsico.com>

Tue, Oct 4

To: Placements HEAD <placements@cbit.ac.in>, Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, "2023placementinfo@cbit.org.in" <2023placementinfo@cbit.org.in>
Cc: "Varanasi, Kalyan (PEP)" <Kalyan.Varanasi@pepsico.com>

Hi All

PFB the Final offers for PepsiCo

College	Name	Roll No	Stream	Gender	Email	Contact No
Chaitanya Bharathi Institute of Technology	Khyathi Vardhini Vangala	160119732008	Civil	Female	khyathivardhinivangala@gmail.com	8688533611
Chaitanya Bharathi Institute of Technology	Atufa Tanyeen	160119732061	Civil	Female	atufa1307@gmail.com	7386197042
Chaitanya Bharathi Institute of Technology	Koppala Praneetha	160119733010	CSE	Female	praneetha282@gmail.com	9640550657
Chaitanya Bharathi Institute of Technology	Akshay Somisetty	160119733025	CSE	Male	akshaysomisetty0@gmail.com	7013850548
Chaitanya Bharathi Institute of Technology	Md Sohail	160119733034	CSE	Male	mohammedsohail78490@gmail.com	6304747320
Chaitanya Bharathi Institute of Technology	Mohammed Asim	160119733035	CSE	Male	asimmohammed392@gmail.com	7032673387
Chaitanya Bharathi Institute of Technology	Madagoni Nikhil	160119733038	CSE	Male	nikhilmadagoni2001@gmail.com	8688858478
Chaitanya Bharathi Institute of Technology	Sunkara Rohit	160119733043	CSE	Male	rohitsunkara24@gmail.com	8328117725
Chaitanya Bharathi Institute of Technology	Bheema Sai Vaibhav	160119733046	CSE	Male	bheemasaiVaibhav@gmail.com	9550672721
Chaitanya Bharathi Institute of Technology	N.N.S.C Tagore	160119733054	CSE	Male	naraiaesity16shiva@gmail.com	8179583548
Chaitanya Bharathi Institute of Technology	Mohammed Sanan Moinuddin	160119733097	CSE	Male	mohammedsanan18@gmail.com	7337451607
Chaitanya Bharathi Institute of Technology	Koppula Sai Charan	160119733103	CSE	Male	koppulasaiCharan001@gmail.com	9618152076
Chaitanya Bharathi Institute of Technology	Surya Pratap	160119733114	CSE	Male	suryapratap9485@gmail.com	7207851893
Chaitanya Bharathi Institute of Technology	Akshith Reddy Ganta V S	160119733145	CSE	Male	ugs19145_cse.akshith@cbit.org.in	7032854041
Chaitanya Bharathi Institute of Technology	T L SAKETH SIDDARTHA	160119733167	CSE	Male	tl.sakethsiddartha@gmail.com	9908258534
Chaitanya Bharathi Institute of Technology	Koka Sashank	160119733168	CSE	Male	kokasashank2002@gmail.com	9959052485
Chaitanya Bharathi Institute of Technology	Jayasree Kolipakula	160119735008	ECE	Female	jayasri.rosary@gmail.com	7680800843
Chaitanya Bharathi Institute of Technology	Lasya Guduru	160119735009	ECE	Female	lasyaguduru02@gmail.com	9390432940
Chaitanya Bharathi Institute of Technology	Sravya Karyampudi	160119735025	ECE	Female	ugs19025_ece.sravya@cbit.ac.in	8332966358
Chaitanya Bharathi Institute of Technology	Akshaya Enjamoori	160119735061	ECE	Female	enjamooriakshaya@gmail.com	9390773675
Chaitanya Bharathi Institute of Technology	Nagelli Sathvika	160119735077	ECE	Female	ugs19077_ece.sathvika@cbit.org.in	9247871198
Chaitanya Bharathi Institute of Technology	Sami Shaik	160119735105	ECE	Male	ugs19105_ece.shaik@cbit.org.in	9133596974
Chaitanya Bharathi Institute of Technology	Srikar thodupunuri	160119735107	ECE	Male	srikarthodupunuri072002@gmail.com	8639251838
Chaitanya Bharathi Institute of Technology	Muthyam Mithila	160119735125	ECE	Female	mithilamuthyam@gmail.com	7569813305
Chaitanya Bharathi Institute of Technology	Podduturi Shailika	160119735129	ECE	Female	shailika.shaili@gmail.com	7032148877
Chaitanya Bharathi Institute of Technology	S Lalith Adithyan	160119735150	ECE	Male	lalithadithyan03@gmail.com	7036342686
Chaitanya Bharathi Institute of Technology	Patil Sai Vaishnavi	160119734011	EEE	Female	saivaishnavi2002@gmail.com	9390566504
Chaitanya Bharathi Institute of Technology	Dareddy Thulasi Husen Reddy	160119734060	EEE	Male	dthr.360@gmail.com	8688334881

Shortlisted candidates: CBIT || Micron

Slilekha Challagundla (schallagundi) [CONT-Type2-OBJECT TECHNOLOGY SOLUTIONS INDIA] <schallagundi@micron.com> Wed, Aug 10, 2022 at 2:41 PM
 To: "placements@cbit.ac.in" <placements@cbit.ac.in>
 Cc: "Orijit Ghosh (oghosh)" <oghosh@micron.com>, "Jhansi Jagannadham Naidu Potham (jpotham)" <jpotham@micron.com>, "S Deepak Kumar (sdeepakk)" <sdeepakk@micron.com>, "Sharbari Pradhan (spradhan) [CONT-Type2-EXPERIS IT PRIVATE LIMITED]" <spradhan@micron.com>, "Deepika Dadi (ddadi)" <ddadi@micron.com>

Micron Confidential

Dear Team,

Please find the below shortlisted candidates from us based on the interviews conducted on 9th Aug 22, the below students are being shortlisted for Full time along with semester internship for 6 months (starting from Jan'23). Kindly let us know their acceptance

Candidate Id	Candidate Name	Gender	Disability (YES/NO)	Final Degree	Final Percentage	Final Year of Passing	Final Status
7178151	Abhinav Varma Vathadi	Male	No	B.E.	8.74	2023	Selected
7177671	B Sathwik Reddy	Male	No	B.E.	7.91	2023	Selected
7178075	Harikrishna Nalumasu	Male	No	B.E.	8.44	2023	Selected
7178173	Kondi Kavya	Female	No	B.E.	8.76	2023	Selected
7178223	Mahindra	Male	No	B.E.	8.82	2023	Selected
7178179	Manideepak Rao Chitneni	Male	No	B.E.	8.7	2023	Selected
7177795	Mohd Akram Rasheed	Male	No	B.E.	8.14	2023	Selected
7178303	P Nikhil Chandra	Male	No	B.E.	9.04	2023	Selected
7178073	Pantham Nikitha	Female	No	B.E.	8.6	2023	Selected
7178029	Pavan Sai Pulluri	Male	No	B.E.	8.57	2023	Selected
7178317	Prithvi Sandeep Saladi	Male	No	B.E.	9.08	2023	Selected
7178285	Sai Teja Varma Rameti	Male	No	B.E.	8.99	2023	Selected
7178375	Tarun Vishnu Vardhan Chirumella	Male	No	B.E.	9.24	2023	Selected
7178237	Teja Kiran Mirrudoddi	Male	No	B.E.	8.8	2023	Selected
7177835	Vangdale Shiva	Male	No	B.E.	8.14	2023	Selected

Regards,

Slilekha Challagundla

University Relations

Micron Confidential

**PEPSICO****PRIVATE AND CONFIDENTIAL**

January 18, 2023

Nikhil Madagoni

H.no: 12-2-348 , Mallikaruna Nagar colony phase -2, opposite gsi, Bandlaguda Hyderabad,
Telangana 500068
India

Dear Nikhil Madagoni,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad -IND**. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000

**PEPSICO****PRIVATE AND CONFIDENTIAL**

January 18, 2023

Nikhil Madagoni

H.no: 12-2-348 , Mallikaruna Nagar colony phase -2, opposite gsi, Bandlaguda Hyderabad,
Telangana 500068
India

Dear Nikhil,

We are pleased to confirm our offer to join "**PepsiCo Global Business Services India LLP**" ("The Organization") as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day's of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is INR **985,817.00** per annum. This includes statutory retivals. The Target Variable pay offered to you is INR **91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization's annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed

from your Start Date to your termination date and the denominator of which will be 12 (such amount, the "Earned sign-on cash bonus"), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days' notice in writing ("Notice Period"). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or 'Basic Pay' in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000



PEPSICO

PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Nikhil Madagoni
External Title – Function: Graduate Engineering Trainee-IT
DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joinees on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
 Telangana 500075. Tel: +91 40 7136 9000

AVEVA

16019733039

CSE 1

EMPLOYMENT AGREEMENT

29-SEP-2022

BETWEEN

AVEVA SOLUTIONS INDIA LLP

AND

PATCHAMATALA PRAVEEN VARMA



This employment agreement is entered at **Hyderabad**, on **29-Sep-2022**

BY AND BETWEEN:

- (1) **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** which expression shall, unless contrary to the context or meaning thereof be deemed to mean its successors in business and permitted assigns;

AND

- (2) **Patchamatala Praveen Varma** a citizen of India, with address at H.No. 20-144, Surabhi Colony, SeriLingampally, BHEL, Hyderabad, India - 500019.

The Company and the Employee are collectively referred to as the **Parties** and individually as the **Party**.

1. APPOINTMENT

- 1.1 The Employee shall commence employment with the Company on **17-July-2023** as the **Graduate Trainee** at Job Level **B**.
- 1.2 The Employee shall be bound by the terms and conditions laid down in the Agreement. The Employee will report to **R&D Manager, Product Test**. The Employee's designation and reporting relationship may undergo a change from time to time as may be determined by the Company.
- 1.3 The employment is conditional upon completion of a background check of the Employee. Should any information provided by the Employee be determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of the Agreement and the Company may then terminate employment without providing any notice or pay in lieu thereof.
- 1.4 The employment is further subject to the Employee maintaining his/her right to work in India (including any requirements under immigration laws).

2. PROBATION

- 2.1 The Employee will initially be on probation for a period of [6] months from the Effective Date. The confirmation of service with the Company is subject to the Employee's satisfactory performance during the period of probation. The Company reserves the right to (i) extend the period of probation and (ii) terminate employment at its sole discretion at any time during the probation period, without notice/ with 15 days' notice (or pay in lieu thereof) or such other notice as required under law.
- 2.2 The Employee will continue to be on probation, till the time he/she is given an order in writing, confirming his/her services.

3. PLACE OF WORK

- 3.1 The Employee's principal place of employment shall be at **Hyderabad** India. The Employee may be required to (i) relocate to other locations in India or abroad permanently or for a specific duration; and/or (ii) undertake such travel in and outside India, from time to time, as may be necessary in the interests of the Company's business.
- 3.2 If the Company believes that the nature of the Employees' duties and responsibilities are such that the Employee may work from home, the Company, in its discretion, may on a case to case basis, allow the Employee to work from home, for such period as the Company may deem fit. If the Company allows an Employee to work from home, the Employee would be responsible for ensuring that their home is a suitable and safe place of work.

4. DUTIES AND RESPONSIBILITIES

- 4.1 The Employee is required to carry out all duties that are normally associated with employment in the Company or for such Group Companies as the Company may direct. Group Companies for the purpose of this Agreement includes the Company, its subsidiaries or holding companies and any subsidiary of any holding company that may be formed from time to time. The Company reserves its right to assign such additional alternative duties to the Employee, as it may deem appropriate from time to time.
- 4.2 The Employee agrees to comply with the Company's decision should it consider it necessary or appropriate to change the Employee's job title, reporting relationships, job duties and responsibilities, the legal entity that employs the Employee and the jurisdiction where the Employee is expected to perform his/her duties (despite location of his/her residence) on the basis of the Employee's performance or the Company's business requirements. Any such change shall not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment, provided that the Employee's base salary is not reduced and the Employee's other remuneration for services rendered to the Company is not substantially reduced.
- 4.3 During the subsistence of this Agreement, the Employee shall devote full working time, attention and energy to the performance of the duties assigned to him. The Employee 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 directorships) whether for gain or otherwise without the written consent of the Company. Should the Employee receive written consent under this Clause to conduct any such external activity, he/she shall not utilize the assets, resources and time of the Company for such external activities.
- 4.4 The Employee shall, at all times, be subject to and bound by the policies, rules and regulations of the Company as may be updated from time to time or as may be brought to the notice of the Employee by the Company.
- 4.5 The Employee shall not have the right or the authority to make any representation, contract or commitment for or on behalf of the Company without obtaining the prior written permission of the Company in this regard. The Employee shall have no authority, implied or otherwise, to pledge the credit of the Company. In the event the Company is held liable for any damage, loss, claim or action arising directly or indirectly from any action of the

Employee in violation of this Clause, the Employee shall indemnify the Company to the maximum extent permissible under the laws for the time being in force in India.

- 4.6 The Employee shall at all times act faithfully, diligently, in good faith and in compliance with the laws.

5. WORKING HOURS

- 5.1 The Employee shall work **40** hours per week based 5 day working week. The normal working time is between 9 AM and 6 PM. However, the Company may at its discretion change the normal working time. If necessary, the Employee shall work such additional hours as may be necessary for the Employee to perform his/her duties effectively and otherwise in accordance with the Company's policies pertaining to the same, as per the laws of India.

6. COMPENSATION AND BENEFITS

- 6.1 In consideration of the services rendered by the Employee to the Company, the Employee is entitled to receive a gross annual salary of **INR 665000** (this includes Global Annual Bonus Plan and will be paid out as per Clause (6.4) of this contract) subject to deduction of tax at source. A detailed break-up of the salary, allowances and benefits is annexed as Annexure – 1 of this Agreement. The Employee will be solely liable for his/her personal tax liabilities and the Company makes no assurances that the remuneration has been structured in the most tax efficient manner or tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The salary shall be paid in accordance with the Company's normal payroll practices. The breakdown of the salary may need to be revised from time to time in keeping with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability the Employee may face due to such revisions.
- 6.2 The Employee's compensation will be reviewed periodically by the Company and any increase will be discretionary and subject to and on basis of effective performance and Company results during the period.
- 6.3 The Employee shall be eligible to be considered for performance-based bonuses, and/or other such schemes as may be applicable to the confirmed employees and under such terms and conditions as formulated by the Company from time to time.
- ### 6.4 GLOBAL ANNUAL BONUS PLAN
- 6.4.1 You are eligible to participate in the Global Annual Bonus Plan, the terms of which will be notified to you. Any bonus payment made to you under this plan shall be purely discretionary and shall be subject to the rules of the Global Annual Bonus Plan in force from time to time.
- 6.4.2 If the Employer pays you a bonus payment in one financial year, it shall not be obliged to make any bonus payments to you in subsequent financial years. The Employer reserves the right, at its absolute and sole discretion, to amend the terms of the scheme from time to time (and at least annually) or withdraw the scheme in its entirety.



6.4.3 No bonus will be payable if you have given or received notice (for any reason) or if you are no longer employed when the sum becomes due and payable.

6.4.4 Any bonus payment made to you shall not be pensionable nor shall it form part of your contractual remuneration.

7. LEAVE AND VACATION

7.1 The Employee shall be entitled to leave and holidays in accordance with the Company's policy as amended from time to time.

8. EXPENSES AND DEDUCTIONS

8.1 The Employee is authorized to incur reasonable and necessary expenses in business related travels, lodging and other expenses in the performance of his/her duties under this Agreement, provided such expenses are substantiated. The Company shall pay or reimburse such expenses to the extent the Employee submits vouchers or other documentation in accordance with the Company's policy. No personal expenses of the Employee shall be borne or reimbursed by the Company.

8.2 The Employee agrees and acknowledges that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from the Employee's salary, or final settlement, any amounts owed by the Employee, including but not limited to, any outstanding loans, advances, overpayments or costs incurred by the Company due to any damage or loss to Company property, etc. caused by the Employee.

9. EMPLOYEE SURVEILLANCE

9.1 The Employee agrees and understands that the Company may use various modes to ensure that the internet, email facilities and other communication systems provided by the Company are used in an appropriate manner. These may include the scanning, reading, inspection, scrutiny of emails sent and received, and web sites visited or created by the Employee. The Employee acknowledges that he/she does not have any expectation of privacy when using the Company's resources. For the avoidance of doubt, and for the limited purpose of safeguarding the Company's confidential and proprietary information, the Company shall have the right to monitor and any personal e-mail or social media forum that may be accessible to the Employee from the Company including but not limited to Gmail, AOL, Hotmail, Yahoo, Facebook, Myspace, Twitter, etc.

9.2 The Company also reserves the right to monitor its employees using various security measures including but not limited to closed circuit television systems. These may be installed on the Company's premises overtly or covertly to ensure that the employees do not participate or propagate any activities which are or could be prejudicial to the Company's business interests or which could bring it into disrepute.



10. TERM AND TERMINATION OF EMPLOYMENT

10.1 Term

The Employee's employment with the Company will commence on the Effective Date and shall continue until terminated in accordance with this Clause.

10.1.1 Retirement age is 58 years for all employees. Any extension may, however be given at the sole discretion of the company to continue your services as an employee or as a retainer under contractual agreement.

10.2 Termination

(a) Termination with immediate effect:

Notwithstanding anything contained in this Agreement, the Company may terminate the employment contemplated under this Agreement at any time without notice or payment in lieu of notice, for cause including but not limited to:

- (i) inattention or negligence in the performance of duties and obligations under this Agreement;
- (ii) repeated failure to comply with lawful directions of the Company and its officers;
- (iii) breach of the terms of this Agreement and breach of representations and warranties contained herein;
- (iv) unethical business conduct;
- (v) breach of any statutory duty or for any act or omission adversely affecting the goodwill, reputation, credit, operations or business of the Company;
- (vi) habitual uninformed / unauthorised absence or unauthorised absence for a period exceeding [3] days will follow general absconding process;
- (vii) fraud, misappropriation or dishonesty in respect of the Company's property or business;
- (viii) commission of any act not in conformity with discipline or good behaviour or acceptance or offering of illegal gratification;
- (ix) any form of harassment, including sexual harassment while employed with the Company.
- (x) unauthorised disclosure of any confidential information of the Company; and
- (xi) Breach of any of the Company's policies.

(b) Voluntary Resignation:

The Employee may voluntarily resign from employment with the Company at any time on giving prior written notice of 90 days to the Company. The Company may at its sole discretion

waive all or part of the notice or allow the Employee to pay in lieu of the notice. Any resignation would have to be accepted by the Company to become effective. Once accepted, the resignation cannot be withdrawn by the Employee without the express consent of the Company.

(c) Termination without Clause:

Notwithstanding anything to the contrary herein contained, the Company is entitled to terminate the employment under this Agreement at any time by giving the Employee 90 days' written notice or payment in lieu thereof.

(d) In the event of termination by the Company under Clause 10.2 (c) or in case of a resignation by the Employee as per Clause 10.2 (b), the Company may require the Employee to absent himself/herself from its premises on garden leave and not participate in the working of the Company during the unexpired portion of the notice period. During such garden leave the Company may require the Employee to have no contact with all or any of the Company's agents, employees, customers, clients, distributors and suppliers.

(e) Handover:

Upon the determination of this Agreement for any reason, the Employee shall immediately hand over responsibilities to such person nominated for that purpose by the Company and shall deliver to such person all such papers, documents, memoranda, notes, records such as may be contained in magnetic media or other forms of computes storage, video tapes (whether or not produced by the Employee) and any copies thereof, charge and credit cards and other property of the Company and the Group Companies as may be in his/her possession, custody, control or power, including but not limited to any phones, computers, vehicles, etc. provided by the Company. The Employee shall also produce a no-dues certificate from all applicable departments of the Company to this effect.

(f) The Employee agrees and accepts that any statutory or other 'last in, first out' rule or any modification thereof shall not apply in the event of termination of this Agreement for any reason whatsoever.

11. CONFIDENTIALITY AND INTELLECTUAL PROPERTY

The Employee agrees and undertakes that:

11.1 He/she shall not during the term of this Agreement or thereafter, divulge or make use of any trade secret or confidential information concerning the business of the Company and the Group Companies or any of their dealings, transactions and affairs or any information concerning any of their suppliers, agents, distributors or customers which he/she possesses or comes to possess while in the employment of the Company or which he/she may make or discover while in the service of the Company and that he/she shall also use his/her best endeavours to prevent any other person from doing so.

11.2 All data, documents, plans, drawings, photographs, reports, statements, correspondence, etc. and technical information, know-how and instructions as well as business details or commercial policies that pass to the Employee or which come to his/her knowledge shall be treated as confidential and he/she shall be bound to keep secret all such confidential matters including papers and documents, computer floppies, CDs or other media

- containing the same and shall not disclose, communicate, reproduce or distribute the same or copies thereof to anyone except in the course of the rightful discharge of his/her duties towards the Company.
- 11.3 He/she shall not at any time after the termination of this Agreement in any way make known or divulge to any person, firm or body corporate any of the methods, systems or other information of any kind in relation to the affairs of the Company or the Group Companies whether such information is or was acquired by the Employee before commencement of employment with the Company, in the course of employment hereunder or otherwise.
- 11.4 The Employee shall hand over to the Company or to any Group Company on demand and in any event on the termination of his/her employment (for whatever reason) all notes and records (both originals and copies) wherever located and whether on paper, computer disk, computer memory, smartphone, tablet, memory stick or other media, which contain any Confidential Information or which the Employee had made or acquired in the course of his/her employment.
- 11.5 The Employee shall on demand by the Company and in any event on the termination of his/her employment (howsoever caused) irretrievably delete any Confidential Information stored on any magnetic or optical disk or memory, including personal computer networks, personal e-mail accounts or personal accounts on websites, and all matter derived from such sources which is in his/her possession or under his/her control outside the Company's premises. Where Confidential Information is stored on personal computer networks or personal email accounts or personal accounts on websites (only if authorised by the Company) the Employee shall ensure that the Company has a full copy of such information before irrevocably deleting the same. The Employee shall, if requested, supply contact details of all business contacts made by him/her during the course of his/her employment and retained on social media websites or otherwise held electronically outside of the Company's systems before such data is deleted in accordance with this Clause.
- 11.6 The Employee shall provide written confirmation that he/she have made a diligent search for, and delivered to the Company, all the notes and records containing Confidential Information and have irretrievably deleted any Confidential Information described in Clause 11.5 when requested to do so by the Company, whether during or after his/her employment together with such reasonable evidence of compliance as the Company may request.
- 11.7 Ownership of all rights to any material and results, and all rights, titles, and interests in, all work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans, know-how, processes, methods, trade secrets, source code, application development, designs, drawings, plans, business plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials thereof), inventions (whether patentable or not, and whether or not patent protection has been applied for or granted) and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages developed or created from time to time by or for the Company or the Group Companies by the Employee, whether before or after commencement of employment with the Company (**Intellectual Property**) shall vest in the Company. For the avoidance of doubt, the Company shall have a right to freely develop and

alter such material, results and intellectual property rights and to license and assign them to third parties.

- 11.8 All Intellectual Property created by the Employee shall be regarded as having been made under a contract of service.
- 11.9 In consideration of employment with the Company, the Employee hereby transfers and assigns in favour of the Company, all rights, titles and interests in and to all the Intellectual Property, together with the rights to sub-license or transfer any and all rights assigned hereunder to third parties, in perpetuity. The Employee agrees that such assignment shall be perpetual, worldwide and royalty free.
- 11.10 Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. The Employee further acknowledges and agrees that he/she shall 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. The Employee also agrees to assist and cooperate with the Company in perfecting the Company's rights in the Intellectual Property.
- 11.11 The Employee shall forthwith communicate to the Company and transfer to it the exclusive benefit of all inventions, discoveries and improvements which he/she may make or discover during the continuance of his/her engagement relating to the Company's trade or business and shall give full information as to the exact mode of working and usage of the same and also all such explanation and instructions, to the officers and workmen of the Company as may be necessary to enable them to work the same effectively and shall, at the expense of the Company, furnish it with all necessary plans, drawings and models.
- 11.12 The Employee shall, whenever requested so to do by the Company whether during or after the termination of employment hereunder, at the cost of the Company execute and sign any and all applications, assignments and other instruments which the Company may deem necessary or advisable in order to apply for and to obtain letters, patent, design, registration or other forms of protection for the aforesaid improvements, inventions and discoveries in such countries as the Company may direct and to vest in the Company the whole, right, title and interest therein.
- 12. NON-COMPETITION AND NON-SOLICITATION**
- 12.1 The Employee hereby agrees that, during the duration of his/her employment under this Agreement and for a period of one year thereafter, he/she will not, whether in India or elsewhere in the world, accept employment with, compete, directly or indirectly with, or own, manage, operate, control or participate in or be connected with the ownership, management, operation or control of any business that is similar to or in competition with the business of the Company or any parent company of the Company.
- 12.2 During the period of employment and for one Year following termination of Employee's employment for any reason whatsoever, the Employee shall not, directly or indirectly, (i) solicit, encourage, or induce or attempt to solicit, encourage, or induce any (A) employee, marketing agent, vendor, partner or consultant of the Company to terminate his/her employment, agency, contract or consultancy with the Company, or any (B) prospective



employee with whom the Company has had discussions or negotiations within six months prior to Employee's termination of employment, not to establish a relationship with the Company, (ii) induce or attempt to induce any current customer to terminate its relationship with the Company, or (iii) induce any potential customer with whom the Company has had discussions or negotiations within six months prior to Employee's termination of employment not to establish a relationship with the Company.

- 12.3 AVEVA observes the rights of companies in their respective proprietary information with the utmost seriousness, and accordingly, the Employee acknowledges and agrees that he or she shall not disclose to AVEVA any third-party proprietary information when such information is subject to a non-disclosure agreement in violation of the terms of such agreement. Further, the Employee acknowledges and agrees that he or she shall not solicit third parties for employment or for business in violation of an enforceable non-solicitation agreement to which he or she is a party, nor shall the candidate act in violation of an enforceable non-compete agreement to which he or she is a party. The Employee represents and warrants that he or she is not party to non-disclosure, non-solicitation, non-competition, or any agreement that is inconsistent with the performance of the duties contemplated by this Agreement.

13. **EQUITABLE REMEDIES AND EMPLOYEE REPRESENTATIONS**

- 13.1 The Employee agrees and acknowledges that the restrictions contained in this Agreement, including but not limited to Clauses 10, 11 and 12 are reasonable and necessary for the protection of the business and goodwill of the Company. Accordingly, the rights and obligations under this Agreement shall survive the termination of this Agreement and shall not be extinguished by termination of this Agreement
- 13.2 The Employee agrees that any breach or threatened breach of the aforementioned Clauses is likely to cause the Company substantial and irrevocable damage that is difficult to measure and may not be remedied solely by damages. Therefore, in the event of any such breach or threatened breach, the Employee agrees that the Company, in addition to such other remedies which may be available, shall have the right to obtain an injunction from a court restraining such a breach or threatened breach and the right to specific performance of the provisions of either such Clauses, and the Employee hereby waives the adequacy of a remedy at law as a defence to such relief.
- 13.3 The Employee agrees and acknowledges that the restrictions contained in Clauses 10, 11 and 12 are considered to be reasonable in all the circumstances for the protection of the legitimate interests of the Company and shall be enforceable independently. While the undertakings and agreements under the Clauses are considered by the Company and the Employee to be reasonable in all circumstances, if one or more should be held to be invalid as an unreasonable restraint of trade or for any other reason whatsoever by a final adjudication of any tribunal or court of competent jurisdiction, but would have been held valid if part of the wording thereof had been deleted or the period thereof reduced or the range of activities or area dealt with reduced in scope, the said undertakings and agreements shall apply with such modifications as may be necessary to make them valid and effective.

14. WARRANTIES

The Employee confirms and warrants that:

- (a) he/she has carefully read and fully understands all the provisions of this Agreement.
- (b) he/she has not been arrested, or convicted of, or cautioned for, or charged but not yet tried with criminal offence, even if he/she is subject to a pardon, amnesty, or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding or governmental investigation pending or, to the best of the Employee's knowledge, threatened against him, which would affect his/her ability to perform obligations under this Agreement.
- (c) by entering into this Agreement or performing any of the obligations under it, he/she will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on him/her. The Employee further undertakes to indemnify the Company against any such claims, costs, damages, liabilities or expenses which the Company may incur if he/she is in breach of any such obligations.
- (d) he/she has all the necessary licences, permissions, consents, approvals, qualifications and memberships required of him/her to perform the duties under this Agreement.
- (e) in the performance of his/her obligations, the Employee will not utilize or make available to the Company any confidential or proprietary information of any third party or violate any obligation with respect to such information.
- (f) he/she has never been suspended, censured or otherwise been subjected to any disciplinary action or other proceeding, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organisation.
- (g) any notice period he/she is required to give or to serve with a previous employer has expired on commencement of employment with the Company and that by entering into or performing any duties for the Company, the Employee will not be in breach of any other obligation binding on him/her. The Employee irrevocably undertakes to indemnify the Company on a continuing basis from and against any loss, liability, damage, costs and claims which it may suffer or incur arising out of any claim by any other party that in performing his/her duties under this Agreement, the Employee is acting in breach of any obligation he/she owes to such party.
- (h) all the information submitted by the Employee which forms the basis for this employment is complete and correct. The Employee agrees and acknowledges that if it is found that the information submitted is false or incomplete or that the Employee has concealed certain material information which detrimentally impacts the employment with the Company, the Company may terminate employment without providing any notice or pay in lieu thereof.

15. DATA PROTECTION

- 15.1 The Employee hereby confirms that he/she has read and understood the Company's data protection policy and that he/she shall comply with the data protection policy and the applicable law(s) when processing personal data in the course of employment including personal data relating to any employee, customer, client, supplier or agent of the Company or any Group Company.

- 15.2 The Employee consents to the Company collecting, processing and handling data, including personal and sensitive personal data, relating to him for legal, personnel, administrative and management purposes. The Employee further agrees that the Company may transfer such data to its affiliates or service providers for legitimate business reasons, including but not limited to payroll processing, insurance benefits, etc.
- 16. NON-WAIVER**
- 16.1 No delay, failure or omission on the part of the Company to exercise any of its powers, rights or remedies under this Agreement will operate as a waiver of them nor will any single or partial exercise of any such powers, rights or remedies preclude any further exercise of them.
- 17. ADDITIONAL REMEDIES**
- 17.1 Notwithstanding anything contained in this Agreement, the Parties acknowledge that in addition to any remedy available to the Company, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, the Company shall be entitled to obtain an injunction against the Employee from a civil court of competent jurisdiction.
- 18. SEVERABILITY**
- 18.1 If any provision of this Agreement is held by a court of competent jurisdiction to be illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the invalid or unenforceable provision.
- 19. INDEMNITY**
- 19.1 The Employee, at all times during the course of his/her employment in the Company (and even after the termination of this Agreement with respect to the terms contained herein) agrees to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of acts or omissions of the Employee during the course of employment.
- 20. AMENDMENTS**
- 20.1 No modification or amendment of this Agreement and no waiver of any of the terms or conditions hereof shall be valid or binding unless made in writing and duly executed by both the Parties.
- 21. GOVERNING LAW AND DISPUTES**
- 21.1 This Agreement shall be governed by and construed in accordance with the laws of India. The courts at [Hyderabad] shall have the exclusive jurisdiction over all disputes or claims between the Employee and the Company under this Agreement.



22. COUNTERPARTS

22.1 This Agreement will be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

23. ENTIRE AGREEMENT

23.1 This Agreement and the annexures hereto constitute the entire understanding relating to terms of employment between the Employee and the Company and supersedes all prior offers, agreements, statements or representations, written or oral between the Parties. Further, the Employee acknowledges and agrees that, as of the date of this Agreement, the Employee has no former claims of any nature, whatsoever against the Company.



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 and on behalf of **AVEVA Solutions India LLP**

DocuSigned by:

C2545A60523244F

Name: **Shhyaam Konka**

Designation: **Head of HR Services, India**

EMPLOYEE

DocuSigned by:

76F589ABF5D748B

Name: Patchamatla Praveen Varma

Date: 04 July 2023

ANNEXURE - 1

Total Cost To Company ₹ 6,65,000		
Salary Particulars	Monthly	Yearly
Basic	18747	224965
Allowances	25871	310452
House Rent Allowance	9374	112483
Special Allowance	12330	147965
Meal voucher	0	0
Telephone Allowance	0	0
Children Education Allowance	0	0
LTA	4167	50004
Company contribution to PF	2250	26996
Global Annual Bonus Plan		26771
Benefits		
Company Contribution to Gratuity		10816
Company contribution towards premium for the following categories of Insurance: ✓ Medical Insurance ✓ Group Term Life Insurance ✓ Group Personal Accident Insurance (Please refer to Annexure - 3 for more details)		65000
Total Cost To Company		665000

Note:

- Pay review cycle is from April to March, at twelve months' interval.
- Deduction from monthly salary will be Professional Tax, PF Contribution, Income tax and other applicable taxes as may be in force at the time.
- Mentioned bonus amount is subject to company performance and individual performance. The payment will be made based on approval from AVEVA ELT team and following the announcement of financial results. Also, you must be under the employment of the company and not under notice of termination (whether served by the employee or company) at the date this become payable.

DocuSigned by:

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 Patchamatta Praveen Varma
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ANNEXURE - 2

Compensation & Benefits

Your compensation will be subject to income tax and other statutory deductions as applicable from time to time. Employees are eligible to restructure certain "Allowances" mentioned in "Annexure - 1" of your employment contract.

Basic Pay - Your basic pay will be 40% of fixed salary compensation subject to a minimum of INR 15,000.

House Rent Allowance - 50% of your Basic Salary will be paid to you as House Rent Allowance ("HRA").

Allowances (Flexible Components)

Employees are allowed to restructure certain components including leave travel assistance, telephone allowance, Car Fuel Allowance etc. mentioned in Annexure 1 of your employment contract and these allowances will be paid in monthly payroll. However, you need to self-certify the expenses incurred and submit relevant supporting documents in December / January to avail the income tax benefit as per prevailing Income Tax Rules.

- **Meal Allowance** - Employees at their discretion can opt to obtain meal card for INR 2,200 per month and the amount will be credited to the Sodexo card at the end of every month. If he / she chooses NOT to opt for meal allowance, this amount will be added to the Special Allowance mentioned in the salary structure of Annexure - 1.
- **Leave Travel Allowance ("LTA")** – LTA is paid every month without deducting any tax but supporting bills need to be submitted in December / January every year to get tax exemption. Please note that LTA can be claimed twice in a block of four years as per the Income Tax Rules. If he / she chooses NOT to opt for leave travel allowance, this amount will be added to the Special Allowance mentioned in the salary structure of Annexure - 1.
- **Car Fuel Allowance** - Employees may opt for car fuel allowance if he / she is commuting in his/ her own car. Eligibility for tax exemption under this head will be applicable only if the employee uses his/her own car for official commute and submit fuel or maintenance bills as applicable. If he / she chooses NOT to opt for Car Fuel, this amount will be added to the Special Allowance mentioned in the salary structure of Annexure - 1.
- **Driver Allowance** - Employees who opt for car fuel allowance may also opt for driver allowance. Eligibility for tax exemption under this head will be applicable only if the employee uses his/her own car for official commute and submit driver salary slip and a copy of driver's license as applicable. If he / she chooses NOT to opt for driver allowance, this amount will be added to the Special Allowance mentioned in the salary structure of Annexure - 1.
- **Telephone Allowance** – Employees are eligible to claim telephone allowance every month as per their salary structure. He/she need to submit postpaid mobile, broadband or landline bills on employee name as a supporting document. If he/she chooses NOT to opt for telephone allowance, this amount will be added to the special allowance mentioned in the salary structure of Annexure - 1.



- National Pension System ("NPS") - If employees choose NPS, they can allocate up to a maximum of 10% of Basic Pay as employer's contribution to the fund as per the applicable guidelines. This component will be adjusted from Special Allowance in the salary structure of Annexure - 1.
- Special Allowance - Any residual base compensation amounts payable after providing the fixed components and other applicable allowances will be classified under Special Allowance.

Retirals - All employees will be covered under the Employees' Provident Funds and Miscellaneous Provisions Act. Employees will also be eligible for payment of gratuity as per the rules and regulations of the Payment of Gratuity Act and capped to the amount specified in that Act.

Note: All the components in the salary structure will be paid monthly and AVEVA reserves the right to change / modify salary structure at any time.

ANNEXURE - 3

Benefits	Coverage Amount/Details	Additional Comments
1. Gratuity		This is a retirement benefit and paid as per Payment of Gratuity Act
2. Medical Insurance	INR 5,00,000/- per year	AVEVA provides Annual Floating Medical Insurance Coverage for self and a maximum of five dependents (spouse, 2 children and 2 dependent parents or in-laws) for a coverage amount - Rs.5,00,000/-. Employees can opt for additional voluntary top-up up to INR 10,00,000/- by paying a premium.
3. Personal Accident Insurance	6 times CTC	Personal accident in case of disability or demise for self
4. Term Life Insurance	3 times CTC	Life insurance in case of demise for self
5. Medical Health Checkup	As per the detailed policy of AVEVA India	
6. Leave Encashment	Is calculated on Gross Salary minus House Rent Allowance (HRA). Maximum 8 leaves are encashed annually. Accumulated leaves up to 60 are payable at the time of separation or retirement	As per the detailed Leave Policy of AVEVA India
7. Relocation Expense for outstation candidates	Reimbursable relocation expenses up to INR 75,000 as per AVEVA's Relocation policy.	If you resign from the services within 12 months from the date of joining, any expenses incurred, or amounts paid by AVEVA towards relocation expenses shall be recoverable as per company policy.
8. Leaves	20 days of earned leave	Details as per the leave policy of AVEVA India
	12 days of Casual Leave	
	12 days of sick Leave	
	5 days of Marriage Leave	
	3 days of Bereavement Leave	
	3 Action for Good Leave	
	26 Weeks of Maternity Leave	
2 Weeks of Paternity Leave		
9. National & Festival Holidays	12 days (10 Fixed and 2 Optional)	
10. Car Lease Program	Details as per the Car Lease policy of AVEVA	
11. Child Day Care Program	Reimbursement up to INR 12,000 per month, per child up to 2 children	Details as per the Day Care policy of AVEVA
12. EAP	Not charged to the employee	AVEVA has Employee Assistance program for all employees and their dependents
13. Long Service Award	For 3, 5, 10, 15, 20 and so on... Years of services with AVEVA.	As per the detailed AVEVA India policy

14. Employee Share Purchase plan	An opportunity to enroll in AVEVA's all-employee share purchase plan, My AVEVA Shares. In India the International rules of My AVEVA Shares apply. Under these rules, a participant can save and buy AVEVA shares from salary contributions made over a six-month period. For each AVEVA share purchased, AVEVA will match that purchase with an AVEVA share which the participant will become entitled to provided that they hold their purchased shares for two years and remain with AVEVA.	
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Note: AVEVA reserves the right to change or discontinue any additional benefits mentioned herein at any time.

ANNEXURE - 4

CHECKLIST for documents (soft copy) to be submitted during pre-onboarding process. Pre-Onboarding email will be sent post offer acceptance and prior to date of joining.

1. Passport size professional photograph.
2. Certificates for all academic and professional qualifications.
3. Experience Letters from previous employers.
4. Resignation acceptance and Relieving Letter from last employer.
5. Form 12B is mandatory.
6. E- Aadhar Card.
7. PAN Card.
8. Passport
9. Three month's Salary slips from previous company.
10. Cancelled Cheque/ Bank Passbook**.
11. Confirmation letter/salary review letter/employers progress letter.
12. UAN Card**
13. PF passbook for previous organization**

Please note on below on points marked **.

****PF passbook – To determine if you are previously mapped to Employee Pension Scheme (EPS).**

****UAN Card – To ensure that name on Aadhar and UAN portal is matching (If your name in UAN card is different than Aadhar, then please get your name corrected on EPF UAN card, creating an online basic data change request on EPF portal as per your Aadhar).**

****Cancelled Cheque/Bank Passbook – We consider your existing bank account for first salary transfer after joining. If you would like to open new bank account with us, we can facilitate new bank account opening process, which can take some time post joining. So please share your bank account reference document.**

- Reporting time – 10:00 AM

Contact person – Shiva Preethi / Vanaja Vemireddy (HR)

Reporting Place:

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. TSIIC Limited IT/ITES SEZ,
Nanakramguda Village,
Serilingampally Mandal,
Rangareddy District

Looking forward to Welcoming you into AVEVA family!!

Campus hiring intellipaat

Aquib Khan <aquib.khan@intellipaat.com>
Cc: Bhargavi Narayan <Bhargavi.narayan@intellipaat.com>
Bcc: placements@cbit.ac.in

Wed, Nov 30, 2022 at 11:55 AM

 Intellipaat Culture.mp4

About Us-

Intellipaaat is the leading online education provider and create courses in collaboration with top MNCs and universities such as IIT Madras, IIT Roorkee, IIT Guwahati, IBM, Microsoft, etc., with more than 1.6 Million learners and 200+ corporates across 55+ countries learning on our platform.

Business Development Trainee (Work from Office)

Responsibilities Include:

Calling the leads provided in the CRM and understanding their requirements of career up-skilling and pitch the right course as per their needs.

Consistently achieve revenue targets in line with team/organizational objectives.

Proactively identifying cross-selling/up-selling opportunities with existing customers.

Identifying references through the existing customer base to increase the sales pipeline.

Should be maintaining all customer interactions in the CRM.

Should have decent exposure working with any CRM like Salesforce, Zoho, etc.

Managing all pre-sales to post-sales support activities for the assigned leads.

Follow up on leads and conduct research to identify potential prospects.

Consistently achieve revenue targets in line with team/ organizational objectives.

To understand customer requirements in the geography assigned and future product portfolio improvement based on past customer feedback.

Skills Preferred:

Excellent spoken and verbal skills

Ability to persuade and negotiate

Ability to work under stress

Ability to work in a team

Fast-learner, keen on details, and self-motivated

Qualification : MBA / Any Graduation

Work Location : Bangalore

Compensation for 2023 batch : 6 months Internship period 264,000 (Fixed Pay)+ 200,000(Variable Pay) Total CTC : 464,000 will be working as Business Development Trainee

After the successful completion of Internship period 500,000 INR(Fixed salary) + 400,000(Incentive) Total CTC : 900,000 will be working as Business Development Associate

Note :

Selected candidates' first month salary will be dispersed along with their 4th month salary.

Kindly share the interested candidates details using the attached file format.

Candidate	Contact	Mail	FTE/Intern	Designation
Akshara	9603314668	gs19002_chem.akshara@cbit.ac.ir	intern	BDT
Mamidi	9347883052	pravalikamamidi2021@gmail.com	intern	BDT
Chavali	9154742550	Srijachavali07@gmail.com	intern	BDT
Muttabattula	7993744605	vinoothnamuttabattula@gmail.com	intern	BDT
Krishna	8374845181	anshulkrishnas2020@gmail.com	intern	BDT
Mahitha	9390589029	mahithakotte90@gmail.com	intern	BDT
SAI DARSHAN	8106719164	darshanmedisetty25@gmail.com	intern	BDT
Fasi Ahmed	9440992711	fasiahmed2001@gmail.com	intern	BDT
Yuvaraja	9440235400	yuvarajayalamanchilli@gmail.com	intern	BDT
Rithesh kumar	8341283949	pallelarithesh@gmail.com	intern	BDT
Byreddy ✓	9182152593	ugs19040_cse.rakesh@cbit.org.in	intern	BDT
Yamjala	9390519729	Shreyayamjala@gmail.com	intern	BDT
Meghana	9010649639	narampallymeghana17@gmail.com	intern	BDT
Gunda	7331113317	gundalakshman4@gmail.com	intern	BDT
Shishira	7893818750	yedlapalishhira@gmail.com	intern	BDT
Vuggam	7396531415	maneesha.vuggam@gmail.com	intern	BDT
Sai Abeesh	8341154600	abheesh20.a@gmail.com	intern	BDT
Shiva Teja Daram	6301870214	shivatejadaram@gmail.com	intern	BDT
Firdous Anjum	918688736541	firdousanjum.mohd@gmail.com	intern	BDT
Lahari	8688410719	c.lahari001@gmail.com	intern	BDT
Sambaraju	7674993949	jashwanthsambaraj@gmail.com	intern	BDT
Rushikesh	6305657682	rushikeshchowhan@gmail.com	intern	BDT
Pratham	917730875727	pratham.bunny.19@gmail.com	intern	BDT
Varsha	9502710457	pvarsha0411@gmail.com	intern	BDT
Manupati	9542465619	vjruze416@gmail.com	intern	BDT
Sathvika	8712722112	sathvika1068@gmail.com	intern	BDT
Pranitha Raj	7095874118	pranitharaj879@gmail.com	intern	BDT
PHANINDRA PVS	918374118855	jayadiva73@gmail.com	intern	BDT
Sai Kiran	9676221576	saikiranrachakonda24@gmail.com	intern	BDT
Ayaluri	9390584299	ayalurisasikiran@gmail.com	intern	BDT

Deloitte Touche Tohmatsu India LLP
Hyderabad
KRB Towers, Plot no 1 to 4 & 4A
1st, 2nd & 3rd Floor, Jubilee Enclave, Madhapur
500081
Tel: +91 4071253600
Fax: 914071253601
www.deloitte.com

July 6, 2023

Mr Revanth Nallagoppula
Hno: 1-7-1001 Ramnagar, Musheerabad, Hyderabad,
Hyderabad
elangana, 500020- India

Contact No.: 6300309322

Dear Revanth Nallagoppula

Congratulations and welcome to the family of Deloitte India.

You have made a favourable impression on us during the interview process! Further to this and based on the credentials you have presented, we are pleased to offer you employment as **Consultant in the Risk Advisory function of Deloitte Touche Tohmatsu India LLP (Organization)** based in Hyderabad.

This letter (Offer Letter) provides you with details of your remuneration and the terms and conditions of your employment.

Here are two schedules attached to and forming part of this Offer Letter:

- Schedule 1 – which sets out your remuneration and related particulars; and
- Schedule 2 – which sets out the terms and conditions of your employment with the Organisation.

Please bring along with you the original documents specified per list attached, to enable our talent team representative to complete the joining formalities.

Please sign a copy of this Offer Letter in acceptance and return it to us no later than 3 working days from the date of this Offer Letter. You will appreciate if we do not receive your acceptance within this period, our offer will stand withdrawn.

N. Revanth Goud

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Schedule 1

Offer Letter: Dated **July 6, 2023** issued to **Revanth Nallagoppula (Employee)**

1. Employee Related Particulars

Designation	Consultant
Career Level	Senior Exe
Business/Service Line	Risk Advisory

You are required to join the services of the Organisation at the earliest, but in any case, not later than July 17, 2023 or any other date approved by the Organisation in writing, failing which this offer shall automatically stand cancelled. Your employment with the Organisation shall commence on the date of your joining the Organisation and shall be subject to the terms and conditions stated in this letter along with the enclosures.

This offer is subject to your successful completion of your Graduation degree in first attempt, satisfactory reference check & verification of the information provided by you in your CV & Employment Form and any other forms or documents under which you have provided information to the Organisation.

On the Employment Start Date, please meet our Talent Representative at the following address at 9:30 AM:

Deloitte Touche Tohmatsu India LLP
Hyderabad
KRB Towers, Plot no 1 to 4 & 4A
st, 2nd & 3rd Floor, Jubilee Enclave, Madhapur
500081

2. Remuneration

2.1 Fixed Remuneration

Upon joining the Organisation, your total annual fixed Remuneration for the year is INR **₹610,000.00**.

The break-up of the total annual fixed Remuneration shall be as set out at item 2.2 of this Schedule 1 below. The Remuneration shall be prorated if for part of an applicable period.



2.3 (b) Gratuity

This is an indicative annual amount based on the fixed remuneration as specified in section 2.2. The actual amount of gratuity shall be determined and become payable as per the applicable law.

2.4 Performance Incentive (indicative)

Subject to section 4.1, Performance Incentive as specified above in section 2.2 is the average Performance Incentive at your career level and the actual payout may be higher or lower basis your performance for the particular year. Also, this average amount is an estimate based on actual payouts over the last two years. Further, Performance Incentive is discretionary and dependent upon the employee's performance during the relevant year as well as the Organization's and business performance as assessed by the Organization's management. Where an employee has worked only for part of the assessment period, Performance Incentive will be prorated and shall be applicable on Total Fixed Pay as the basis for all calculation. Your performance will be formally assessed as a part of the Annual Performance Review process and the actual paid amount may be below or above the indicated range depending upon the organization, business and individual performance. The payment of Performance Incentive is also subject to applicable tax deductions and statutory levies and any changes in the employment laws from time to time.

2.5 Benefits

(a) Medical Insurance Coverage: Employee & Employee's spouse, plus up to 3 dependent children. The insured amount for the persons covered will be in accordance with the Organisation Policy applicable at the relevant time.

(b) Group Personal Accident Insurance Coverage: Applies only to Employee and does not cover the Employee's family. The insured amount will be in accordance with the Organisation Policy applicable at the relevant time

(c) Life Insurance Coverage: Applies only to Employee and does not cover the employee's family. The insured amount will be in accordance with the Organisation Policy applicable at the relevant time.

(d) Maternity Benefit: Where applicable, benefits will be as per the Maternity Benefits Act 1961 (as amended) and Deloitte's Maternity Benefit Policy.



(A) Be effective from June 1 based on your performance assessment if you join before March 1 of the preceding performance year.

(B) Be applied to the fixed pay, and will be prorated according to the period spent with the Organisation during the performance year.

(b) Performance Incentive will be subject to the Organisation's performance and discretion. The Performance Incentive will be applicable for the performance year of the Organisation ending May 31st. In order to receive Performance Incentive, staff and practitioner must be an active Deloitte employee and not serving notice period or not resigned from the employment until the close of the working hours on the September 30th or the date of disbursement / payment of the Performance Incentive, whichever is later. Where the staff or practitioner has worked only for part of the assessment period and eligible for review of Performance Incentive, Performance Incentive will be prorated.

4.2 Telephone Reimbursement

Manager and below – If your remuneration structure offers reimbursement of telephone expenses, you can obtain reimbursement of expenses incurred on telephone and mobile against valid original bills (i.e. original bills for the period you are in employment with the Organization issued in your name within the same financial year in which the claim is made). Any amount that is not supported by valid original bills will be paid along with salary for March, subject to deduction of tax at source.

For Senior Manager and above - one mobile connection, registered in your name, and used as the primary means of work related communication expenses are reimbursed at actuals subject to approvals

4.3 Lunch allowance

If your remuneration structure offers lunch allowance, you will be paid INR 2000/-

per month as Lunch allowance. However, the employee has a choice to opt for 'Food Card', which will be subject to KYC norms and prevailing tax rules.

4.4 LTA (Leave Travel Allowance)

Leave Travel Allowance will be payable as per the Organisation Policy applicable at the relevant time.

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1.2 Your employment commences on the Employment Start Date set out in Schedule 1.

1.3 Your designation, position/career level, business and location at the Employment Start Date are stated in Schedule 1. The Organisation may change any of these from time to time by a written notice to you. If you do not report for work on the Employment Start Date, this Employment Contract will stand automatically withdrawn and cancelled, unless the Organisation expressly agrees otherwise in writing.

2. Employment Conditions

2.1 Medical Fitness

(a) Your employment with the Organisation is at all times conditional upon your being medically fit to perform the services for the Organisation.

(b) You agree to notify the Organisation in writing promptly if there is any change in your health condition that renders you medically not fit to perform your work for the Organisation.

(c) The Organisation may at any time require you to undergo medical examination(s) by a medical practitioner of the Organisation's choice. You consent to the Organisation maintaining copies of the documents, reports and medical examination results and use them as necessary in relation to your employment with the Organisation. You acknowledge these records may continue to be maintained by the Organisation even after your employment ceases.

2.2 Background Verification

(a) The Organisation has agreed to enter into this Employment Contract on the basis of the information provided by you. You affirm that each item of information provided by

you: (i) for the purpose of seeking employment with the Organisation; or (ii) in the course of your employment with the Organisation; is substantially true, accurate and not misleading. The information referred to in this paragraph 2.2(a) is called Employee Information. You will without undue delay notify the Organisation in writing of any changes to the Employee Information.

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4.2 You may avail of leave in accordance with the Organisation's Policy as applicable at the relevant time, subject to your obtaining necessary approvals. You will act reasonably in seeking leave of absence and will endeavour to minimize the impact of your absence on the Organisation's operations. Where practicable, you will avoid an overlap of your leave plans with those of others in your department, function or project.

4.3 The Organisation may ask you to go on 'gardening leave'. If that is the case, you will ordinarily not remain present at your designated place of work, unless the Organisation specifically requests you.

5. Transfer, Deputation, Etc.

The Organisation may depute you, or transfer or second your services to other Deloitte Entities or other third parties including Clients (Recipient Organisation). In any such case: (a) you shall, without limiting your obligation to comply with Organisation Policy comply with all applicable policies, codes and requirements of the Recipient Organisation (Recipient Organisation Requirements); and (b) you may be required to follow the working hours, weekly off and holiday schedules as followed by the Recipient Organisation during the period of such deputation, transfer or secondment. For the avoidance of doubt, Recipient Organisation Requirements include, without limitation, confidentiality, information security, ethics, health and safety requirements.

6. Remuneration

6.1 Your remuneration and benefits at the Employment Start Date as are set out in Schedule 1 (Remuneration). Your Remuneration is all that the Organisation must pay you for your performance of the Employment Contract (including your grant of rights in favour of the Organisation under this Employment Contract). Remuneration shall be prorated if for part of an applicable period. You are eligible for the relevant benefits forming part of the Remuneration only during the tenure of your employment with the Organisation. Unless otherwise expressly agreed to in writing by the Organisation, you must be in the employment of the Organisation to receive the relevant items of Remuneration at the time of remittance.

6.2 Non-committed or discretionary payments are not due to you unless for the applicable performance year or period the Organisation expressly agrees in writing to pay you. You acknowledge you may need to fulfil certain eligibility conditions as are applicable under the Organisation Policy in order to be eligible to receive certain non-committed or discretionary payments.

6.3 Subsequently the Organisation may revise your Remuneration (including the Remuneration structure) by a written notification. Unless so revised, the latest Remuneration that the Organisation has agreed to pay you in writing will apply.

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8. Reimbursement of Business Expenses

8.1 The Organisation will reimburse you for expenses incurred by you for the Organisation's work, provided (a) you have obtained the Organisation's consent before incurring such expenses; and (b) you have complied with Organisation Policy for the business expenses.

8.2 The Organisation may at its discretion make an advance payment to you against proposed business expenses. You must properly account for (including by way of production of valid bills or other supporting documentation in respect of) the utilization of the advance payment within the time specified in the Organisation Policy. You authorize the Organisation to deduct from your Remuneration all advances that have not been properly accounted for by you.

9. Taxes

You will be solely responsible to account for your Remuneration and comply with all applicable tax laws in respect of your Remuneration, except that where Law requires the Organisation to deduct income tax and/or statutory levies, the Organisation will make such deduction and pay you the balance Remuneration. With respect to any such deduction, compliance with Law will operate as a discharge of the Organisation's obligation to pay the part of the Remuneration comprised in the deduction.

10. Organisation's Assets and Facilities

10.1 For performing your duties under this Employment Contract, the Organisation may during the term of your employment:

(a) Provide you with, make available or give access to, property (including, without limitation, equipment, devices, vehicles, ideny cards, access cards, access to software licences, information, subscriptions to services (including those of telephone and data)) whether or not owned by the Organisation or third parties it deals with (together, Organisation Assets); and

(b) Extend to you facilities including, without limitation, office space, desk space, memberships, subscriptions, guest houses, etc. whether or not owned by the

Organisation or third parties it deals with (together, Facilities).

10.2 You may use each such Organisation Assets or Facilities only as necessary for you to perform work for the Organisation, unless in specific instances the Organisation expressly agrees otherwise in writing with you. You will comply with Organisation instructions with regard to use of them.

(c) forthwith if you: (i) breach Law and/or Organisation Policy; (ii) cause damage to the Organisation Assets or Facilities or loss to the Organisation; (iii) conduct yourself in a manner (or circumstance arise with regard to you) such that the Organisation, acting reasonably, considers it detrimental to its interest for you to continue in employment; (iv) cease to hold the necessary professional qualification and/or membership on the basis of which you were employed; (v) you are medically not fit to perform your work (where you have not remained present for work for a period exceeding an aggregate of 60 days in any calendar year for medical reasons, the Organisation may at its discretion deem that you are not medically fit to perform your work).

The Organisation is not obliged to pay you any Performance Incentive if the Organisation has terminated your employment in accordance with this paragraph 11.2(c) and you irrevocably agree to forfeit any such amounts.

11.3 You may resign from the Organisation's service by giving the Organisation a prior written notice of at least 3 months.

11.4 Where the Organisation considers necessary, the Organisation may suspend your employment by a written notice to you. You acknowledge this is in addition to any other right that the Organisation may have.

11.5 Promptly on the Organisation's request and in any case before ceasing to be the Organisation's employee, you shall: (a) return, handover or give effective control to the Organisation of: (i) all Organisation Assets and Facilities; and (ii) copies of Confidential Information; in each case, as have been entrusted to you or to which access has been provided to you or which are otherwise in your possession or control or which ought to have been in your possession or control; and (b) do a proper handover of the matters you were responsible for.

12. Conflict of Interest

12.1 You will devote your whole time and attention to your employment and work in a professional manner and at all times act in the Organisation's best interests. During the term of your employment, you shall not undertake or participate in any business, work, or other activity, including, without limitation, taking any role such as director, trustee, partner, etc., in any other entity whether or not for remuneration as may (in the Organisation's sole discretion) conflict, interfere or compete with the Organisation's interests or business.

12.2 You shall not divert to yourself or anyone other than the Organisation any business

without retaining any copies in your possession, custody or control, whether electronic or otherwise, and will on our request sign an undertaking confirming such return/deletion at the time of cessation of your employment; (g) unless precluded by the relevant authority, promptly notify the Organisation both verbally and in writing upon becoming legally compelled to disclose any of the Information so that the Organisation may seek a protective order or other appropriate remedy. If such order or remedy is not available in time the obligation of confidentiality shall be waived to the extent necessary for you to comply with the law.

13.3 The confidentiality obligations set out in this paragraph 13 above do not apply to information which: (a) is, at the time of the disclosure or subsequently becomes, generally known to the public through no default of yours; (b) you can prove has become rightfully known to you from a third party otherwise than in breach of law or confidentiality obligations; (c) you are able to prove was lawfully in your possession prior to its disclosure by the Organisation; or (d) you can prove is independently developed or created by you without reference to the Information.

13.4 You agree that financial remedies may be inadequate for your breach of this paragraph 13. Accordingly, the Organisation shall be entitled to injunctions, specific performance or other equitable relief for any threatened or actual breach of this paragraph 13 by you.

14. Intellectual Property Rights

14.1 For the purpose of this paragraph 14:

(a) Intellectual Property means all materials and intellectual property and assets pertaining or belonging to the Organisation or created, invented, developed, collated or compiled by you. Without limitation, Intellectual Property includes mask work rights, rights in databases, moral rights and any other intellectual property whether or not any of it is capable of being registered as such.

(b) Intellectual Property Rights means copyright and future copyright and neighbouring rights, patents, trademarks, trade names, brands, brand features, trade dress, rights in designs (including registered designs and design rights), copyright (including rights in computer software and moral rights), database rights, rights in know-how and all other rights resulting from intellectual activity in the industrial, scientific, literary or artistic fields, in each case whether registered or unregistered and whether or not capable of being registered, including applications for grant of any of the foregoing and all rights or forms of protection having equivalent or similar effect to any of the foregoing which may subsist anywhere in the world now or in the future.

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written authorization of such employer, person or entity and the prior written consent of the Organisation. If you use or disclose any such confidential information or intellectual property without prior consent, and any of the Deloitte Entities become the subject of any claim from a third party regarding such unauthorized use or disclosure, you agree to hold harmless and indemnify the Deloitte Entities for any legal defence costs and/or damages related to any such claim. You acknowledge that in the event of a breach of this paragraph, in addition to any other rights that the Organisation may have, you may be subject to disciplinary proceedings.

16. Authorization to Access Systems and Electronic Communications

16.1 You understand that while employed with the Organisation, you will use and have access to the Systems. You also acknowledge that a Deloitte Entity has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose your Electronic Communications and information from (or about) you and the content, without notice to you, and that such Electronic Communications are considered part of a Deloitte Entity's business and records and are not to be considered private or personal to you or any other Personnel. You further acknowledge that this right extends to Electronic Communications transmitted for either a business or personal purpose. You agree that you are authorized to access the Systems only for approved business purposes and occasional personal use if such use does not interfere with your work responsibilities and other required business activities, business operations, or Systems performance. However, you also acknowledge that such occasional personal use does not create an expectation of privacy as to any of your personal Electronic Communications and, as such, are Deloitte Property. You further acknowledge that you are not authorized to use the Systems for personal gain or any illegal or unethical use.

16.2 You agree that under no circumstances are you authorized to access any of the Systems for the purpose of: (a) obtaining Deloitte Property for any third party not authorized by the Organisation (including, without limitation, competitor of a Deloitte Entity); (b) transmitting Deloitte Property to you (e.g., emailing Confidential Information to your personal email address) or to a third party for purposes other than furthering the business objectives of a Deloitte Entity; (c) transferring, storing or otherwise transmitting any Confidential Information to any cloud or other similar or technically or operationally equivalent storage which is not managed or administered by a Deloitte Entity. You are not authorized to access the Systems to download a Deloitte Entity's Confidential Information or other Deloitte Property to removable media such as a compact disk (CD), digital versatile disk (DVD), or thumb drive other than as authorized for furthering the business objectives of a Deloitte Entity. You agree, upon request from a Deloitte Entity that is based on its reasonable belief that (i) you may have Deloitte Property in electronic form in your possession, custody or control or (ii) you may not be in compliance with one or more professional requirements, rules, regulations, policies or practices applicable to the Organisation's employees, to allow a Deloitte Entity to inspect any of your personal or home computers, including smart phones, or tablet computers, or

intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to the Organization to use the information provided by you for such purposes as provided in the policies.

(d) The requirements of certain independence matters will continue to apply after you ceasing to be an employee in accordance with Independence Policy. In terms of these requirements, you need to obtain approval from the Organisation's Director of Independence (DOI) before accepting any employment relationship (including directorships) if the prospective employment relationship (including directorships) is with an audit client (including related entities of such audit client), till completion of one audit subsequent to the period, when you have rendered professional services to such audit client (including related entities of such audit client) and the audit report has been filed with the relevant regulatory authorities. You acknowledge this is to ensure compliance with the applicable cooling-off period independence requirements.

(e) In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s), you may be subject to disciplinary action, including and up to termination of employment with the Organization.

(f) The following restriction shall continue to apply to you after termination of employment:

(g) To be in compliance with Organisation's Code of Conduct for Prevention of Insider Trading and the applicable insider trading regulations, you need to refrain from trading in the securities on any listed or proposed to be listed entity in relation to which you had access to Unpublished Price Sensitive Information and in respect of which the trading restrictions continue after the date of you ceasing to be the employee. Capitalised terms to have the meaning given to them in the applicable Organisation Policy.

17.2 You acknowledge it is your responsibility to: (a) understand the Law applying to your work and, where necessary, seek guidance from your manager or the Organisation management; and (b) update yourself of the Organisation Policy as applicable.

17.3 The Organisation may request you for your written acceptance of Organisation Policy or enter into specific agreements, undertakings, confirmation or declarations with respect to any of the Organisation Policy. You understand that these are only for record and regardless of your providing the Organisation with written acceptance, the Organisation Policy applies to you.

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writing by the Organisation expressly modifying the terms and conditions or particulars of your employment with the Organisation.

(f) Law means, as relevant, all laws, regulations, industry practice and orders of a judicial, statutory or other authority that the Organisation is bound to comply with, including any revision, modification, re-enactment or replacement of any of them.

(g) Personnel means any employee, contractor or other person engaged by the Organisation or another Deloitte Entity.

(h) Systems means all systems, technology, equipment, software, solutions or other such items whether electronic or otherwise, of or pertaining to or in use by or on behalf or for the benefit of: (a) Deloitte Entities (including, for the avoidance of doubt, Deloitte); (b) any client, supplier or other counterparty of any Deloitte Entities; whether or not owned by Deloitte Entities to which the Employee has access pursuant to or in the course of her or his Employment.

20.2 Interpretation

Where the context requires a reference to (a) one gender includes a reference to the other genders; and (b) singular includes a reference to its plural and vice versa.

By signing below, I accept employment with the Organisation on the terms and conditions set out in the Employment Contract and agree to be bound by them

Signature

Name **Revanth Nallagoppula**

Date of Signature

Deloitte.

We look forward to a long and mutually beneficial association.

Accepted,

BN

Authorised Signatory
Badari Narayana

(Please sign and date your acceptance)

Revanth Nallagoppula



PEPSICO

PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Rohit Sunkara

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000

160119733043

C.S.E-I

**PEPSICO****PRIVATE AND CONFIDENTIAL**

January 17, 2023

Rohit Sunkara
A-706, hallmark Viciniahyderabad, Telangana 500089
India

Dear Rohit,

We are pleased to confirm our offer to join "**PepsiCo Global Business Services India LLP**" ("The Organization") as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day's of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is **INR 985,817.00** per annum. This includes statutory retirals. The Target Variable pay offered to you is **INR 91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization's annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed from your Start Date to your termination date and the denominator of which will be 12

**PEPSICO****PRIVATE AND CONFIDENTIAL**

January 17, 2023

Rohit Sunkara

A-706, hallmark Viciniahyderabad, Telangana 500089
India

Dear Rohit Sunkara,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad -IND**. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam".

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP**(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786**

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000

(such amount, the "Earned sign-on cash bonus"), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days' notice in writing ("Notice Period"). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or 'Basic Pay' in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

***(This entity is registered with Limited Liability)* LLP Identification Number: AAO-6786**

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



Sai Akhil
160119733044
CSE-1
Ph: 6303795563

06/07/2023

Sai Akhil Podduturi
Flat No: 110, Block-1, RV's Madhav Brindavan Apartment, Beside Chandanagar Police Station,
Chandanagar
Hyderabad, Telangana 500050
India

Dear Sai Akhil,

Employment Offer Letter

It is my pleasure to offer you the position of Assoc Software QA Engineer within the Machine Learning QE, with ServiceNow Software Development India Private Limited (the "Company"), on the conditions set out below.

You will be based at Floor 17, Parcel 2, Phase-2, Survey 83/1, Argus Salarpuria Knowledge City, Raidurg Village, Serilingampally Mandal, Rangareddy Dist, Hyderabad – 500081 Telangana, India. Your manager and place of work may change from time to time depending on the needs of the organization and its ability to adapt to market conditions.

This letter summarises some of the headline points but the full details of your employment are documented in the letter of appointment (the "Employment Contract") which is enclosed for your information. Your start date has been tentatively scheduled for 06/26/2023. This offer letter should be read in conjunction with the Employment Contract.

Your annual base salary (total fixed compensation) will be INR 1,050,000.00 per annum, paid in monthly instalments into your bank in arrears on the last working day of each month or on such other date within such month as may otherwise be notified by the Company. The Company shall make such deductions from your remuneration as shall be required by law. The detailed breakup of the Cost to Company is annexed to this Offer Letter as an Annexure.

You will be eligible to participate in the Company's Corporate Incentive Bonus Plan (the "Bonus Plan") and your annual incentive bonus target of INR 105,000.00 which is 10% of your base salary, is payable based upon Company and individual performance. Your eligibility and compensation under the Bonus Plan will be governed under the terms of the Bonus Plan and applicable Company policy, as established from time to time. The payment of any bonus (if any) and its amount shall be at the absolute discretion of the Company. To be eligible to earn and/or receive a bonus payment, you must be actively employed by the Company on the bonus payment date and not have given or received notice of termination (whether lawfully or otherwise) on or before the bonus payment date. The Company reserves the right to review, amend or replace the Bonus Plan at any time. All eligible employees will be notified of such amendment.

You will receive a one-time payment of INR 150,000.00 (gross) to assist in your relocation from your current location to Hyderabad. Relocating requires a substantial investment by ServiceNow. Therefore, if you voluntarily terminate your employment or your employment is terminated by the Company for cause within 12 months of commencement of your employment, you will be required to repay ServiceNow the total gross amount of the Relocation Allowance. For the purpose of this agreement, "Cause" shall mean: (i) your failure to substantially perform your assigned duties, other



than failure resulting from your death or complete incapacity due to physical or mental illness or impairment; (ii) an act by you that constitutes misconduct and that may be, in ServiceNow's sole discretion, injurious in any way to ServiceNow; (iii) a material violation by you of any law or regulation relating to the business of ServiceNow; or (iv) a breach by you of the fiduciary duty to ServiceNow. In the event that the repayment is triggered, you agree to repay any and all amounts due within 10 calendar days following the termination of your employment and you hereby authorize the Company to withhold such amount from any amounts owed to you by the Company, to the extent legally permitted. You further agree to execute any documents and/or agreements necessary at the time the reimbursement is triggered to authorize the Company to withhold such amount from any amounts owed to you by the Company, to the extent legally permitted.

Sign-On Bonus (2 Installments)

Additionally, you will be eligible to earn a one-time sign-on bonus of INR 150,000.00 (gross) (the "Sign-On Bonus") subject to all applicable taxes and withholdings, provided that you complete one (1) year of employment with the Company. Sign On bonus will be paid in 2 instalments. The Company will advance the 1st payment of INR 50,000 to you within two (2) regular payroll periods following the completion of thirty (30) days of employment and the 2nd instalment of INR 100,000 will be paid in the 13th month of your employment. The Sign-On Bonus is being advanced to you by the Company and is not earned until you have completed one (1) year of employment with the Company. You understand and agree that if you voluntarily terminate your employment with the Company for any reason or your employment is terminated by the Company for gross misconduct prior to the completion of one (1) year of employment, you will be required to reimburse the Company the total gross amount of the Sign-On Bonus advanced to you. In the event the reimbursement is triggered, you agree to repay any and all amounts due within ten (10) calendar days following the termination of your employment and you hereby authorize the Company to withhold such amount from any amounts owed to you by the Company, to the extent legally permitted. You further agree to execute any documents and/or agreements necessary at the time the reimbursement is triggered to authorize the Company to withhold such amount from any amounts owed to you by the Company, to the extent legally permitted.

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

You will be eligible for fifteen (15) days of paid annual leave. Your annual leave will accrue rateably from your date of hire. Any time off requires approval by your manager. The maximum period of vacation that may be taken at one time is 2 weeks. In addition to annual leave, you will be entitled to the paid national and festival holidays as declared by the Company.

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

- To participate in the Company's employee benefits program, which covers all employee benefits mandatory under various legislations in India including medical insurance cover and life & disability insurance cover, provident fund, gratuity, maternity benefits (only for female employees), etc. You shall be provided with full details, shortly after joining.



- As part of the benefits scheme, the Company will contribute to the Employee Provident Fund Scheme and will also provide all the necessary benefits, including Gratuity as per the prevailing legislation.
- Benefits, if any, which have not been mentioned specifically herein, will be communicated to you periodically by the Company;
- Provision of a company laptop.

This offer is conditional on the following:

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

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

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

I very much hope that you will accept this offer of employment. If you wish to do so, please sign copies of this letter and the enclosed contract of employment and return to Ramesh Mudigiri by email at ramesh.mudhigiri@servicenow.com. This offer is open for you to accept until 10/20/2023, 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 AP



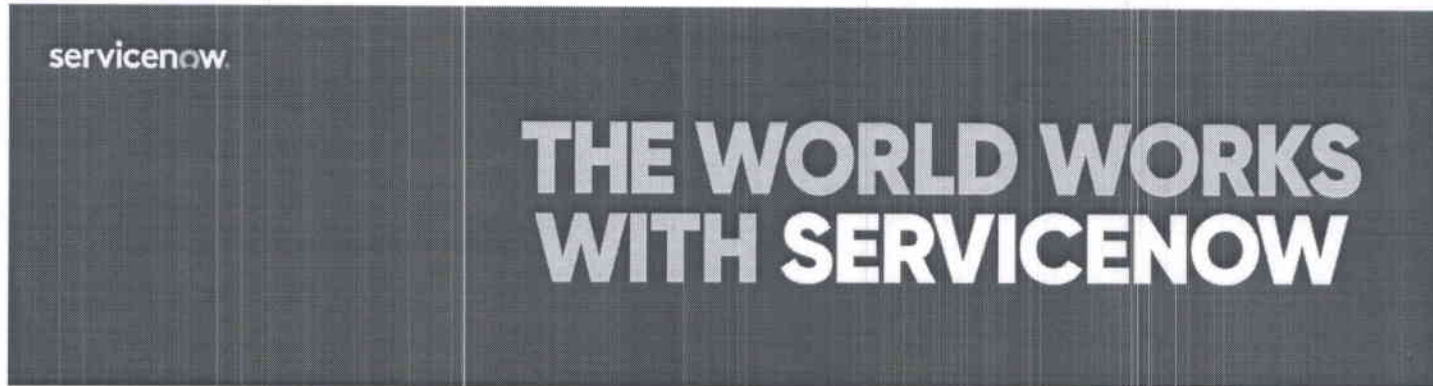
Placements HEAD <placements@cbit.ac.in>

Join us: Bring your you @ CBIT

6 messages

Parthiban Bhavanisankar <parthiban.bhavanisan@servicenow.com>
To: "principal@cbit.ac.in" <principal@cbit.ac.in>, Placements HEAD <placements@cbit.ac.in>
Cc: Abhinav Shankar <abhinav.shankar@servicenow.com>, Shreya Reddy Gaddam <shreyareddy.gaddam@servicenow.com>

Mon, Jul 11, 2022 at 2:26 PM



Dear Sir,

Greetings from ServiceNow EIC Engagement Team!

We are proud to associate and virtually connect with students from CBIT. We would like to invite your students for our virtual engagement series "Bring your you".

The purpose of this session is to engage & enable students looking to jumpstart their careers in the tech industry and learn about ServiceNow, a Fortune Top 100 Company.

During this session we will also be sharing details about upcoming internship and job opportunities as well as other virtual events.

Please find the details of the event below:

Event Date and Time	14th July 2022 4:00 PM to 5:00 PM
Registration Link	https://tinyurl.com/2lcd2734

Kindly share the link with all to register for the event. Once they register, they will get the zoom meeting link to their registered email id.

Also have attached a sheet requesting for candidates details. Requesting you to fill in the same with candidates who are eligible to apply for Summer Internship and for Full time hiring.

Let me know for any questions/ clarifications.

Thanks and Regards,

Parthiban Bhavanisankar

Engagement Lead, Early in Career

servicenow.com

LinkedIn | Twitter | YouTube | Facebook

Candidate Details Form.xlsx
9K

Placements HEAD <placements@cbit.ac.in>
To: 2023placementinfo@cbit.org.in, faculty_placementcoordinators@cbit.ac.in, po@cbit.ac.in, tpo@cbit.ac.in
Cc: Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, ugs19010_eee.nihanika@cbit.org.in, ugs19023_eee.shravani@cbit.ac.in, ugs19020_cse.varsha@cbit.org.in

Sat, Jul 9, 2022 at 4:36 PM

[Quoted text hidden]

C.B.I.T

E-MAIL & WEB SERVICES

Placements HEAD <placements@cbit.ac.in>

Confirmation regarding the final selects

2 messages

varsha g <ugs19020_cse.varsha@cbit.org.in>

Wed, Aug 3, 2022 at 4:22 PM

To: "placements@cbit.ac.in" <placements@cbit.ac.in>, Ramesh Mudhigiri <ramesh.mudhigiri@servicenow.com>, "parthiban.bhavanisan@servicenow.com" <parthiban.bhavanisan@servicenow.com>, "director_cdc@cbit.ac.in" <director_cdc@cbit.ac.in>, shravani koduru <ugs19023_ece.shravani@cbit.org.in>, niharika gundu <ugs19010_eee.niharika@cbit.org.in>

Cc: Abhinav Shankar <abhinav.shankar@servicenow.com>, Shreya Reddy Gaddam <shreyareddy.gaddam@servicenow.com>

Respected Sir,

Thank you for taking your time and effort to conduct the interviews for our students. I'm writing to formally inform that all the 7 students have **accepted the offer** for the Associate Software Quality Engineer role at ServiceNow.

We are excited to be a part of your team and make notable contributions to it.

S.No	Personal Email Address	Full name	University Name	CGPA	B.Tech/M.Tech	Branch	Phone number	Status
1	lrsirangari@gmail.com	Likhitha Reddy	CBIT	9.28	B.E	CSE	9866243410	Select
2	saiakhilpodduturi@gmail.com	Sai Akhil	CBIT	9.18	B.E	CSE	6303795563	Select
3	nayakamsrija@gmail.com	Srija Nayakam	CBIT	8.86	B.E	CSE	8096263463	Select
4	maramvishnuvardhan@gmail.com	VISHNU VARDHAN REDDY MARAM	CBIT	9.13	B.E	CSE	9989712118	Select
5	madhuriduddula14@gmail.com	Madhuri Duddula	CBIT	8.02	B.E	ECE	9110719938	Select
6	ritika.yarlagadda@gmail.com	Ritika yarlagadda	CBIT	9.06	B.E	IT	9.19E+11	Select
7	chandrakiran334@gmail.com	Dakuri chandra kiran reddy	CBIT	8.9	B.E	IT	9390203127	Select

Thanks again,
Varsha, CBIT.

Ramesh Mudigiri <ramesh.mudhigiri@servicenow.com>

Wed, Aug 3, 2022 at 4:27 PM

To: varsha g <ugs19020_cse.varsha@cbit.org.in>, "placements@cbit.ac.in" <placements@cbit.ac.in>, Parthiban Bhavanisankar <parthiban.bhavanisan@servicenow.com>, "director_cdc@cbit.ac.in" <director_cdc@cbit.ac.in>, shravani koduru <ugs19023_ece.shravani@cbit.org.in>, niharika gundu <ugs19010_eee.niharika@cbit.org.in>

Cc: Abhinav Shankar <abhinav.shankar@servicenow.com>, Shreya Reddy Gaddam <shreyareddy.gaddam@servicenow.com>

Thanks for the acknowledgement, Varsha!

Thanks & Regards,

Ramesh Mudhigiri (He/Him/His)

Sr.Early Talent Recruiter

M: +91 9550080046

Sai Ruthvik
160119733045
CSE-1
9014801901



Barclays Global Service Centre Private Limited
DLF IT Park, Level 8, Building 9A and B
Nandambakkam Post, Ramapuram,
Mount Poonamallee Road, Manapakkam, Chennai
Tamil Nadu
600089
India
Phone: +91 2261752000

27 April 2023

Karre Sai Ruthvik
19-457/5,
Ram Nagar,
Mancherial
504208

Dear Karre Sai,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Head - HR Operations and Payroll

Registered Office: Barclays Global Service Centre Private Limited, 5th to 12th Floor(Part), Building G2, Gera Commerzone SEZ, Survey No. 65,
Kharadi, Pune 411014

CIN: U72200PN2007FTC 132479 Tel: +91 2067160007 Fax: +91 206716800 Website: barclays.com

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together comprise your Employment Letter.

Name	Karre Sai Ruthvik
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Graduate (Developer), BA3 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	<p>24 July 2023, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.</p> <p>In addition to the terms set out elsewhere in the Agreement, this offer of employment is contingent upon successful completion of your current degree prior to your anticipated start date. Successful completion of your degree means that it is completed within the specified timelines highlighted in your application and that your final degree classification matches or exceeds the predicted results stated in your application to Barclays. It is your responsibility to inform our recruitment team immediately, if you suspect that your grades will be lower than those predicted. Your start date for the purposes of continuous employment is as set out above</p>
Working Hours	<p>Your hours of work will be an average of 40 per week. Rest intervals and breaks are separate from the 40 hours of work.</p> <p>The Company is operational 24 hours a day, 365 days a year, so depending on your business function, your working days and hours may involve day and night shifts, and working on weekends/weekly offs and holidays, as permitted under applicable laws. Your manager will inform you if you are required to work in a different shift</p> <p>You will devote sufficient time to your duties. Subject to applicable laws, you may be required to work such additional hours as are required for the proper performance of your duties as per any applicable Company policy, which may require that you attend the office, or be available to fulfil your function, outside normal hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.</p>
Initial Place of Work	<p>You will initially be based in DLF IT Park, Level 8, Building 9A and B, 1/124, Shivaji Gardens, Moonlight Stop, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Manapakkam, Chennai, Tamil Nadu 600089, India.</p> <p>However, your place of work will be determined in line with the requirements of the scheme at Barclays' sole discretion. It is a condition of your employment that you agree that you may be required to work or travel to any branch or office (in India or overseas). Where you are required to work outside of India, additional terms and conditions may apply to your employment, which will be provided at the relevant time.</p>
Probationary Period	Your employment is subject to a probationary period of 6 months, or such additional period as the company may in its discretion consider necessary.

Salary

Components	In INR Per Annum
Basic salary	462,000.00
House Rent Allowance	231,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	462,000.00
Annual Salary	1,155,000.00
Provident Fund (Employer's Contribution)	55,440.00
Gratuity (per Company policy)	22,212.00
Total Fixed Pay	1,232,652.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the 24th (or the prior working day if the 24th is not a working day) of each month. The estimated CTC above does not create any contractual right to any such payment.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Other Payments

The Company agrees to pay you a one-off non-pensionable scholarship and bursary payment of Rs.100,000.00(the "Scholarship and Bursary Payment") in recognition of your studying costs. The Scholarship and Bursary Payment will be paid within 90 days from your date of joining Barclays. The payment will be made subject to applicable tax and / or other withholdings or deductions as required by law or regulation.

As agreed by you, this Scholarship and Bursary Payment will be subject to your compliance with the following requirements:

You will be required to repay the Scholarship and Bursary Payment net of any taxes or other deductions or withholdings as required by law or regulation within 30 days of any of the following occurring:

- you have terminated your employment voluntarily (or have given the Company notice to terminate your employment) within 12 months of your start date; or
- you are dismissed for gross misconduct or fundamental breach of contract or for a serious breach of the Risk and /or Compliance requirements of the Barclays Group (or you have been given notice to terminate your employment for these reasons) within 12 months of your start date; or
- you fail to satisfy the pre-employment conditions of as set out in this Agreement or as otherwise determined by the Company.

The Company may adjust this repayment amount from any amount payable to you by any Barclays Group company. The Scholarship and Bursary Payment should not be interpreted as giving rise to any right to or legitimate expectation of any other award, nor is it any assurance as to the level of any award which may be made to you in future, which will be at the Company's discretion.

You were also given an opportunity to join your employment without the Scholarship and Bursary Payment and therefore your liability to repay the amount, as has been mentioned above, in no case to be considered as a deterrent to restrict your employment for a specific term.

Qualifications/
Examinations

It is a condition of your employment and continued employment with the Company that you successfully complete any professional qualification and/or examination as may be required and notified to you by the Company from time to time, including without limitation any qualifications or

examinations required by the Regulator. You will be expected to pass all exams within a predetermined period and/or within one or more sittings, which shall be set out in the Company policy.

Subject to the terms set out below and the Company policy, the Company will be responsible for the cost of any first attempts at any such qualification with our preferred provider, including study books and associated examination fees. You should refer to the Company policy for details.

If you do not pass any exam or obtain a qualification within the period specified or within the relevant number of attempts (which may in some cases only be one) the Company reserves the right to terminate your employment

In the event that your employment is terminated for gross misconduct, or if you resign from the Company or otherwise terminate your employment or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company, you will be required (except where a qualification or examination is required by the Regulator) to repay to the Company the following sums in full within 30 days:

- 100% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment at any time during your course of study, or within six months of completing your course of study, or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company; or
- 50% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment within six twelve months of completing your course of study

Any such sums owed by you to the Company will be deducted from any sums due to you from the Company or, if such a deduction is not made, will be deemed to be due as a debt from you to the Company.

Discretionary Incentive Award

You may be eligible to be considered for a discretionary incentive award on an annual basis, at the absolute discretion of the Company and subject to you being eligible at the relevant time. Normally, awards are made in the first quarter, in respect of the previous financial year.

Statutory and Other Benefits

You will be eligible for various statutory benefits in accordance with the relevant laws. You will also be eligible to participate in the Company's benefits scheme, details of which are set out in the attached flyer which does not form part of your contract or have any contractual effect.

Any benefits are subject to the relevant policies/plans from time to time in force. The Company reserves the right to change the benefits or policies/plans from time to time.

If the Company pays or reimburses any expense on your joining the Company towards your relocation from your current place of stay to your place of posting as agreed between the Company and you, if your employment ends less than one year after the Start Date you confirm that you will pay to the Company (or alternatively Company may set-off against/ write off) any amount paid or reimbursed in respect of such relocation from the amount payable to you.

Annual Leave

You are entitled to avail annual leave which includes privilege leave, casual leave and sick leave entitlement in accordance with the applicable laws in the state of your Place of Work. Further details are included in the Detailed Terms and Conditions and on your intranet.

Notice Period

Either you or the Company may terminate your employment by giving two months written notice, however, the Company may terminate your employment with immediate effect in accordance with applicable Company policies.

Any reduction/ waiver to notice period shall be at the sole discretion of the Company. Company may adjust balance of annual leaves, while granting such reduction/ waiver.

Further information on Notice is included in the Detailed Terms and Conditions.

Overtime

Employees who are eligible under applicable laws to be paid Overtime for work beyond normal working hours, will be paid for the same in accordance to the applicable State laws at your Place of Work.

Further details in regard to Overtime are included within the Additional Time Guidelines available on the company's Intranet.

Data Privacy

The Company processes employee information for legal, regulatory, administrative and other purposes related to your employment and the conduct of the business of the Barclays Group (the "Agreed Purposes"). Processing includes obtaining, holding, editing, destroying and disclosing employee information to any Barclays Group company and its employees and/or any third parties (for example, insurers, pension scheme trustees, banks, auditors, consultants, lawyer/ law firm, business partners, suppliers and vendors engaged to provide products or services to the Company, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) for the Agreed Purposes ("Processing" or "Process").

For the Agreed Purposes, the Company may transfer employee information to any Barclays Group company and/or any third parties (for example, insurers, pension scheme trustees, banks, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) in order to Process employee information for the Agreed Purposes.

You confirm that you will provide your employee information to the Company and consent to the Processing of employee information for the Agreed Purposes. This may include transfers to recipients based in another country to your place of employment (either within or outside the European Economic Area) with different levels of protection of your personal data to India.

You confirm that the Company and/or any Barclays Group company may monitor and/or record your use of office equipment, for example, e-mail, internet (including chats and blogs), telephones and mobile telephones for the purposes of compliance with Company procedures and policies, maintenance, security and regulatory requirements or as permitted by law.

Aforesaid clause/ conditions shall apply to information relating to your family members/ relatives with respect to insurance policy, emergency contact details, etc., in accordance with prevailing Barclays/ Company policy. It is your responsibility to inform such individuals that their data will be processed in this manner and to obtain their consent.

Confidentiality

It is important that you recognise that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company, the Barclays Group and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information and trade secrets and any stricter policy which applies to your role.

Post- Termination Restrictions

In protecting the interests of the Company, you must not, for a period of 3 months from the termination date of your employment:

- approach, solicit or deal with any person, firm, company or other entity who is or was a customer/supplier of Barclays Group and with whom you had material dealings within the 12 months period immediately prior to your termination.
- solicit or entice, or attempt to solicit or entice away or engage or employ any director, officer or employee in the Barclays Group

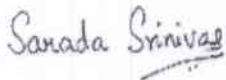
Full details of the restrictions you will be bound by are included in the Detailed Terms and Conditions.

Acceptance

In accepting the terms of this Employment Letter, you confirm that all information provided by you to us in connection with this offer of employment (including at interview) is true and not misleading. You further confirm that you will notify us of any change in that information between the date of this offer of employment and the Start Date and during the term of your employment with the Company, including any change in the information you provided during the pre-employment recruitment and screening process and any change in the circumstances of the termination of your employment with your current employer.

By accepting this offer, you accept that you are bound by the terms of this Employment Letter. This includes the Key Terms, any applicable Schedules and the enclosed Detailed Terms and Conditions. By accepting this offer, you further accept that you are bound by all applicable policies, guidelines, processes and procedures as amended from time to time and that you shall ensure that you acquaint yourself with the terms of all such policies, guidelines, processes and procedures. This Employment Letter set out the complete and exclusive terms and conditions between you and the Company and supersedes all proposals or prior agreements, oral or written and all other communications between the parties relating to the subject matter of these terms. In the event of any conflict between the Summary of Key Terms and any applicable Schedule and the Detailed Terms and Conditions, the Detailed Terms and Conditions will prevail. In addition, by accepting this offer you will be deemed to confirm that you have received, read, understood, accept and will comply with the requirements detailed in the Detailed Terms and Conditions.

Yours sincerely,



Sarada Srinivas
Head - HR Operations and Payroll
27 April 2023

I have read, understood and accept the terms of this Employment Letter (including the terms set out in any applicable Schedules and the Detailed Terms and Conditions section). I have been given an option not to accept these terms and thereby, not to join the Company and to seek appropriate Legal advice to understand interpretation of these terms.

Signature: _____

Date: _____

Taleo Number: 00283036
Contract Type: India Grad Offer Letter

Detailed Terms and Conditions

Introduction

About the Detailed Terms and Conditions

The purpose of the Detailed Terms and Conditions is to provide you with the relevant information on what the Company and the Barclays Group expects from its employees.

The Detailed Terms and Conditions also set out a list of key practices, guidelines and processes that the Barclays Group has developed to reflect our values, purpose and behaviour and as part of our high performance culture and, in accordance with your contractual obligations, must be adhered to at all times. Further information and policies can be found on your own business unit intranet site.

It is important that we review our policies, practices, guidelines and processes to ensure that we stay at the leading edge, enabling us to be one of the most admired financial services companies in the world. From time to time, our policies and procedures do change and you must familiarise yourself with them on joining and periodically throughout your employment. References in the Detailed Terms and Conditions to a policy, practice, guideline and / or process generally are references to the relevant policy, practice, guideline and / or process in force at the relevant time.

These detailed terms and conditions also refer to the Barclays Values which must be adhered to at all times. The Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) are set out on your own business unit intranet site.

You should also refer to Appendix 1 which sets out definitions of the terms used in the Detailed Terms and Conditions.

Your Detailed Terms and Conditions of Employment

1. Introduction to this Section

This section sets out your detailed terms and conditions of employment and should be read alongside your enclosed Summary of Key Terms and any applicable Schedules. These documents form your employment terms with the Company and are referred to in this document as "Employment Letter". By signing the Employment Letter you confirm that you have read, understood and accept the terms set out in the Detailed Terms and Conditions.

2. Pre-employment and ongoing conditions

- 2.1 Your confirmation in the employment will be subject to successful completion of the Probationary Period as mentioned in the summary of terms or such additional period as the Company considers necessary in its absolute discretion. Your employment shall be deemed to be confirmed automatically unless communicated otherwise in writing.
- 2.2 You understand that the Company's offer of employment is made to you subject to and conditional on the completion of certain pre-employment procedures and processes. You certify that the information that you have provided in connection with completion of the procedures and otherwise in connection with this offer of employment (including at interview stage) is true and accurate both at the time it is given and on the Start Date. The Company reserves the right to carry out screening checks on all employees, and such procedures may include but are not limited to:
- (a) receipt of references and documentary proof that are satisfactory to the Company that you are legally entitled to reside and work in your country;
 - (b) completion of credit checks to the satisfaction of the Company;
 - (c) where criminal record checks are applicable to your role, completion of those checks to the satisfaction of the Company;
 - (d) if requested by the Company, a medical examination by the Company's medical advisers;
 - (e) where Regulator approval for your appointment is required and such approval is sought before your employment commences, such approval either (i) being obtained or (ii) not being withdrawn by the Company or a Barclays Group company following consultation with the Regulator; (iii) receipt of documentary proof that you hold the appropriate and relevant qualifications; and
 - (f) the Company receiving a signed copy of the Terms from you.
- 2.3 Whilst every effort will be made to complete all the checks and processes in the pre-employment procedures before your Start Date, this may not always be possible. In case you are employed prior to completion of the pre-employment procedure, the Company may terminate your employment at any time on minimum statutory notice if the check reports are not up to our satisfaction or the procedures are not completed within a reasonable period of time.
- 2.4 This offer of employment and your continued employment is also subject to your obtaining, holding and continuing to hold all applicable qualifications, licences and registrations as required by your role. Where Regulator approval for your role is required and such approval is sought after your employment commences, then your continued employment is conditional on such approval either: (i) being obtained; or (ii) not being withdrawn by the Company or a Barclays Group company following consultation with the Regulator (or other relevant regulatory body).
- 2.5 You shall be liable and responsible to inform and update your latest contact and address details, in the records of the Company, from time to time. Failure to comply may constitute gross negligence on your part.
- 2.6 You should not engage in any matter which would or could be anticipated to result in a conflict of interest between you and the Company.

- 2.7 This offer of employment and your continued employment is also subject to your successful completion of certain trainings (such as Communication & Culture and/or other process and policy trainings accreditations) that may be assigned to you by the Company from time to time. In case you remain absent for more than 2 days during these training programs or you become unable to qualify the trainings to the satisfaction of the Company, the Company shall have the sole discretion to take appropriate action including termination of your employment forthwith in accordance with provisions of Clause 18.1 (e) viii of the detailed terms and conditions of this Employment Letter. In case of your absence due to any personal emergency, your Line Manager shall on his/her sole discretion and upon evaluation of the reason of your absence, may recommend the Company to realign you for the next available training within a period of 30 days of your returning from absence. In case you are realigned for the next training as mentioned above, there may be possible change in process and/ or compensation on account of such realignment. If for any reason you do not agree to the realignment terms or no such realignment is possible within a period of 30 days of your returning from absence, the Company shall have the sole discretion to terminate your employment forthwith in accordance with provisions of Clause 18.1 (e) viii.

3. Place of Work and Mobility

Your place of work is as set out in your Summary of Key Terms. However you may need to travel to other locations and offices as reasonably required in the performance of your duties. You confirm that you will travel to such places (both inside and outside India) as the Company may reasonably require from time to time. Should the Company need to permanently change your place of work, you will be given reasonable notice of any such change (acceptable in e-mail/ letter format).

4. Duties

4.1 During your employment with the Company you confirm that you will:

- (a) act in a manner consistent with and which supports our values, purpose and behaviours and in particular the Barclays Values;
- (b) devote the whole of your working time and attention to the business of the Company and the Barclays Group;
- (c) diligently and faithfully perform such duties and exercise such powers and functions as may reasonably be assigned to you by the Company in relation to its business and that of the Barclays Group to the best of your ability and with integrity, due skill, care and diligence;
- (d) use your best efforts to promote and protect the interests of the Company and the Barclays Group and not do anything to harm those interests;
- (e) comply with all reasonable requests, instructions and regulations given by the Company and the Barclays Group and promptly provide such explanations, information and assistance as to your activities in the business of the Company and the Barclays Group as they may reasonably need;
- (f) neither engage in any activities which would detract from the proper performance of your duties under the terms of this Employment Letter, nor (without the prior written consent of the Company) in any capacity including as director, shareholder, principal, consultant, agent, partner or employee engage or be concerned or interested directly or indirectly in any other trade, business or occupation whatsoever provided always that such activities are in compliance with Barclays policies on outside or external business interests. This paragraph will not prevent you holding for investment purposes only, shares or securities which do not exceed three per cent (3%) in nominal value of the share capital or stock of any class of any company quoted on a recognised stock exchange;
- (g) not engage or be interested in any activities which place you in a position where your interests conflict improperly with those of the Barclays Group, its clients, customers or shareholders. Barclays recognises that, on occasion, a conflict of interest may arise which is unavoidable. In such circumstances you must make your line manager and local compliance control room or compliance contact aware of the issue immediately. You must not act in relation to the matter, without their written direction or approval; and
- (h) report any actual or proposed unlawful activity or behaviour affecting the Barclays Group by you or any other employee, officer, contractor of the Barclays Group or any other person to your manager (or, if they are potentially involved in such unlawful activity or behaviour, to your HR Business Partner or a member of your Compliance team) immediately on becoming aware of it.

5. Salary and allowances

Your salary will be paid on a monthly basis on or around the last working day of each month and is subject to applicable taxes, duties, cesses and other applicable withholdings. All tax liabilities arising out of your entire remuneration package, present or future, shall be borne by you. Your salary and any allowances will accrue on a daily basis and will be paid pro rata if you are employed for part of a month.

Your salary will be reviewed annually without commitment to increase. The Company may deduct from any payments to you any money owed by you to any Barclays Group company in accordance with the applicable laws.

Your acceptance to these terms shall confirm your consent to the Company making payment of your salary, compensation, award, incentive/ bonus etc. by way of credit to bank account with the bank of Company's choice or via such other mode as the Company may deem appropriate.

6. Discretionary incentive award

- 6.1 You may be eligible to be considered for a discretionary incentive award on an annual basis. The value, form, conditions of delivery and timing of any such awards are at the Company's discretion. This discretion includes the right to make the award or a proportion of the award in a form other than cash, including an award of Shares and to defer an element of an award under the terms of a Barclays Group incentive plan.
- 6.2 Any discretionary incentive award will only be made if, at that time, you are in employment and are not under notice (whether given or received) nor under suspension or investigation for a regulatory or disciplinary matter.
- 6.3 If you are subject to any investigation or disciplinary process at the time when communication, payment or making of any payment and/or award would otherwise occur, then the delivery of that payment and/or award will be suspended. If on conclusion of any investigation and/or disciplinary process, you are dismissed for gross misconduct or cause and / or have committed any serious breach of the Risk and / or Compliance requirements of the Barclays Group, then no payment and / or award will be made to you. If no disciplinary action (or disciplinary action short of dismissal) is taken against you, then a payment and / or award may be made to you after the conclusion of that process. However, the amount of any award and / or payment to which you are entitled may be reduced by the Company in its sole discretion. For the avoidance of doubt, any award and / or payment may be reduced to nil in such circumstances.
- 6.4 Notwithstanding paragraph 6.3, any unpaid or unvested award (or portion of an unpaid or unvested award) may be reduced (to nil if appropriate) at the Company's discretion and to the extent permitted by applicable laws. For the avoidance of doubt, the Company may exercise its discretion including as a result of:
- (a) Barclays PLC or any subsidiary's financial statements having been materially restated for the period for which the award was made other than restatement due to a change in accounting policy or to rectify a minor error; or
 - (b) Your actions having, in the reasonable opinion of the Remuneration Committee, following consultation with the Company:
 - i. deliberately misled the management of the Company, the market and/or Barclays PLC shareholders regarding the financial performance of Barclays PLC or of any subsidiary;
 - ii. caused harm to the reputation of the Barclays Group;
 - iii. amounted to misconduct; negligence, incompetence or poor performance ("misconduct", "negligence", "incompetence", and "poor performance" as determined by the Remuneration Committee acting in good faith, following consultation with the Company); or
 - (c) The Barclays Group or any of its subsidiaries, in the reasonable opinion of the Remuneration Committee, following consultation with the Risk Committee, has suffered a material failure of risk management.
- 6.5 Should the Company become aware that the amount of any award that has been paid or released to you was calculated on the basis of any false, incorrect or misstated information, then, the Company may, within one year of any such payment or release being made, request that you will repay as a debt to the Company the amount (or any part of the amount) as may be determined in the Company's sole discretion and to the extent permitted by applicable laws. You confirm that in the event a repayment obligation arises the Company is authorised to deduct the appropriate amount from your salary or any other

amounts due to you (including in instalments) as it determines in its discretion and to the extent permitted by applicable laws.

- 6.6 A payment of cash and / or a release of Shares or other instruments under an award will be subject to tax and other applicable withholdings, taxes, duties, cesses, deductions and will be subject to the rules of any applicable incentive plan.
- 6.7 Whether you are eligible to receive a discretionary incentive award, and if so, the amount shall be determined at the absolute discretion of the Company. You have no contractual right, whether express or implied, to receive an award at all, or an award of any particular amount, and the making of an award in any year does not give rise to any obligation on the Company to make an award in any future year. For the avoidance of doubt, your employment may be terminated by the Company at any time, for any reason, in accordance with clauses 18 or 19 of this Employment Letter and the exercise of that right to terminate is not limited or fettered by any term (express or implied).
- 6.8 Within Barclays, certain (usually senior) roles are designated as 'Material Risk Taker' ("MRT") roles. Where you are a MRT for any particular year you will be notified of this during or following the end of the relevant year. At any time during the seven year period from the date on which any variable remuneration is awarded to you in respect of a period for which you are a MRT (the "Relevant Variable Remuneration"), if Barclays determines that:

(a) your actions or omissions have, in the reasonable opinion of Barclays amounted to misbehaviour or material error; and /or

(b) Barclays or the relevant business unit has suffered a material failure of risk management, then, without prejudice to Barclays other remedies, Barclays may require that you repay an amount, not exceeding the value of the Relevant Variable Remuneration. The repayment shall be of such value as may be determined in Barclays discretion acting in good faith, to such Barclays Group Company and on such terms as Barclays may direct.

In respect of paragraph 6.8 (b) above, Barclays shall take into account your proximity to the applicable failure and your level of responsibility before any request for repayment is made. In respect of paragraphs (a) and (b) above, before any request for repayment is made, Barclays shall take into consideration whether you (i) have participated in, or were responsible for, conduct which resulted in significant losses to the Barclays Group or (ii) failed to meet appropriate standards of fitness and propriety.

For the avoidance of doubt, the whole or any part of the Relevant Variable Remuneration can be clawed back if Barclays makes its determination within seven years from the date that the Relevant Variable Remuneration was awarded to you even if an event falling within (a) or (b) above occurred prior to the date of award.

The determination of what constitutes "misbehaviour", "material error", "material failure of risk management", "significant losses" and "appropriate standards of fitness and propriety" shall be determined by Barclays acting in good faith.

You confirm that in the event Barclays makes a repayment determination, you shall repay the amount subject to that determination within the time period specified in the determination. You further confirm and provide authorisation for Barclays to deduct the appropriate repayment amount from your salary or any other amounts due to you, to the full extent permitted under local law, whether from Barclays or any other Barclays Group company.

You acknowledge that (in addition to its rights at clause 16 (Amendments to terms and conditions of employment) the terms of this clause 6.8 may be amended by Barclays to the extent deemed reasonably necessary in order to comply with law, regulations or guidance published by any regulatory authority or other relevant authority from time to time.

This clause shall apply in addition to the general right of repayment set out in clause 6.5 of the Employment Letter.

7. Statutory and Other Benefits

- 7.1 You will be eligible for various statutory benefits as mentioned in the Summary of Key terms and in accordance with the relevant laws.
- 7.2 The Company operates or may operate a benefits programme for its employees and your benefits are/will set out in full in the attached benefits brochure (except the statutory benefits mentioned above, these benefits do not form part of your contract of employment or have any contractual or other legal effect).
- 7.3 The Company has the right at its absolute discretion to amend or withdraw the benefits at any time and without any compensation or notice to you and / or replace any benefit with an alternative at its discretion.
- 7.4 Participation in any benefits scheme is subject to the rules of the relevant schemes, which may vary from time to time, and is subject to you satisfying any applicable requirements of the insurers or third party providers (where relevant). Your

participation may be excluded where, in Barclays opinion, cover can only be obtained on the basis that exceptional conditions or unusually high premiums are imposed or levied by the insurer or provider.

8. Annual Leave

- 8.1 Your annual leave entitlement is set out in the Summary of Key Terms. The Company's annual leave year currently runs from 1 January to the 31 December. The dates of the annual leave year may be changed. You are obliged to take all your annual leave entitlement in the relevant year, unless a policy/Handbook applicable to you states otherwise, in which case leave may only be carried over subject to and in accordance with those terms and applicable law. Your annual leave dates must be agreed in advance with your line manager. You will be allowed to carry your unutilised privileged leaves over to the next annual leave year, subject to the limit and restrictions as may be defined in the company policy and subject to the applicable laws. There is no provision of encashment of unutilised leave (including in case of termination of employment), except where such encashment is mandated by law applicable at the place of your employment at the relevant time.
- 8.2 If your employment begins during an annual leave year, your annual leave entitlement (plus any Bank or Public Holidays which fall during this period), will be calculated pro rata. During the probationary period you may only take such annual leave as has accrued in your favour up until the time of taking such leave. Any unutilised leave at the time of cessation of employment shall lapse and any payment to be made in lieu of the unutilised leave shall be at the sole discretion of Barclays unless mandated by the applicable law. If you have taken more leave than your accrued entitlement, you shall be required to repay to the Company an amount equivalent to any holiday taken in excess of your pro rata holiday entitlement, and the Company is authorised to deduct the appropriate amount from your final salary instalment or any other sum owed by the Company to you at the Termination Date.
- 8.3 In accordance with regulatory guidelines and the Company's policies, the Company may require you to go on a mandatory block leave.

9. Intellectual Property

- 9.1 For the purposes of this paragraph:

"Intellectual Property Rights" means (i) copyright and related rights, patents, know-how, confidential information, database rights, inventions and rights in trademarks and designs (whether registered or unregistered), (ii) applications for registration, and the right to apply for registration, for any of the same, and (iii) all other intellectual property rights and equivalent or similar forms of protection existing anywhere in the world;

"Invention" means any invention, idea, discovery, development, improvement or innovation made, whether or not patentable or capable of registration, and whether or not recorded in any medium; and

"Works" means all documents, materials, software, photographic or graphic works of any type, and other materials in any medium or format which are created or developed, or are in the process of being created or developed, or used (whether in final form or otherwise) by you or on your behalf or by the Company in the course of your employment with the Company or for the benefit of the Company and which are protected by, contain or relate to any Intellectual Property Rights.

- 9.2 You will promptly disclose and deliver up to the Company all and any Works conceived, or made by you during and in the course of your employment (whether conceived, or made during normal working hours, in your normal place of work, or in conjunction with others, or otherwise). You confirm that you will provide the Company with all originals and copies of all correspondence, documents and other materials in whatever medium or form relating to or concerning the Works and the Intellectual Property Rights they contain.
- 9.3 You confirm that you will only use the Works to perform your obligations under Employment Letter and that you will not make personal copies of any Works other than for the purposes of your employment with the Company.
- 9.4 It is understood that all Intellectual Property Rights created by you in the course of your employment shall be "work for hire". You acknowledge that you have, and will have at all times while you are employed by the Company, a special obligation to further the interests of the undertakings of the Company, and that all Works and Intellectual Property Rights in the Works will automatically, on creation, belong to and vest in the Company absolutely to the fullest extent provided by law.
- 9.5 To the extent that the Works and Intellectual Property Rights do not vest in the Company or the Barclays Group automatically, you will hold such Works and Intellectual Property Rights on trust for the benefit of the Company until the Works and Intellectual Property Rights vest absolutely in the Company.
- 9.6 You confirm that you will immediately, upon request and at the Company's expense, provide all such documents and assistance as may be necessary to vest the Works and Intellectual Property Rights in the Works in the Company, to enable

the Company to enjoy the full benefit of the Intellectual Property Rights, and to enable the Company to enforce its Intellectual Property Rights against third parties or defend claims brought against the Company in relation to any Intellectual Property Rights.

- 9.7 By signing Employment Letter you accept and confirm to assign to the Company or a member of the Barclays Group (as specified by the Company) all current and future Intellectual Property Rights in the Works and any other proprietary rights capable of assignment by way of present assignment of future rights for the full term of such rights. You confirm that such assignment shall be perpetual, worldwide and royalty free. You also confirm that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You acknowledge and confirm that you shall 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.
- 9.8 You unconditionally and irrevocably waive your moral rights in relation to existing and future Works, including your right to be identified as the author of the Works and not to have the Works subject to derogatory treatment. You acknowledge that, except as may be expressly provided by law, no further remuneration or compensation other than that provided for under Employment Letter is or may become due to you.
- 9.9 When this Employment Letter expires or terminates, for whatever reason, you will immediately deliver up to the Company all Works in your possession or under your control, and under no circumstances may any Works be retained by you except with the prior written consent of the Company.
- 9.10 Without prejudice to any specific legal rights which you may otherwise have, you acknowledge that no further remuneration or compensation other than that expressly provided for in this Employment Letter will become due to you in respect of your compliance with this Section 9.

10. Confidentiality

- 10.1 During your employment with the Company or at any time afterwards, you must not disclose to any person or make use of any Confidential Information or trade secrets that you have obtained in the course of your employment. This includes information that you have acquired in the course of your employment concerning the business or affairs of the Company and/or any other Barclays Group company or our customers or clients. You are required to use your best efforts to prevent the unauthorised publication or disclosure of any such Confidential information. Exceptions to this are the use of information for the proper performance of your duties under this Employment Letter, where the Company has given written consent or disclosure is required by law, where the information is already in or comes into the public domain (other than by your unauthorised disclosure).
- 10.2 During your employment or at any time afterwards, you must not make any copy or record (whether recorded in writing, on computer disc, electronically or otherwise) of any Confidential Information, unless this is required for the proper performance of your duties under this Employment Letter. Any such information belongs to the Barclays Group and must be returned by you either at any time during the course of your employment on the request of the Company and immediately on termination of your employment.
- 10.3 For the purposes of this Employment Letter, "Confidential Information" means information concerning the business, affairs, finance, clients or trade connections of the Company, any member of the Barclays Group, or any of its customers, clients, suppliers or agents. This includes but is not limited to:
- (a) commercially sensitive information or trade secrets;
 - (b) corporate and marketing strategy, business development plans, sales reports and research results;
 - (c) business methods and processes, technical information and know-how relating to the Barclays Group's business and which is not available to the public generally, including inventions, designs, programmes, techniques, database systems, formulae and ideas;
 - (d) business contacts, lists or details of clients and suppliers and details of contacts with them, their business or affairs, including client names and client contact details, financial and personal affairs, and trading history and methodology;
 - (e) information on employees and the terms and conditions of their employment, details of employee benefits, incentive schemes/plans, salary scales and/or current or anticipated trade union/employee disputes;

(f) information or details of any actual, potential or threatened litigation, legal action, claim, dispute or arbitration against or with any member of the Barclays Group or any current or former director, officer or employee of the Barclays Group in such capacity and any information in respect of provisions for any such action;

(g) budgets, management accounts, trading statements and other financial reports;

(h) unpublished price sensitive information relating to shares or securities listed or dealt in on any recognised stock exchange; and

(i) any other information which any member of the Barclays Group or any of its employees or consultants has identified (orally, in writing, or by its or their actions) as being secret or confidential in nature or which would reasonably be considered as confidential.

10.4 You shall not solicit business for the Company from any clients belonging to your previous employer/s in breach of your terms of employment with your previous employer. You shall not use any confidential information that came to your knowledge in the course of your previous employment/s while working with the Company. You undertake to indemnify the Company against any action that the Company may face on account of your actions in breach of your obligations to your previous employer/s.

11. Regulatory compliance and dealing codes

11.1 The nature of the Barclays Group's business is such that it is authorised and regulated by the appropriate Regulator.

11.2 It is your responsibility to know, understand and comply with all legal, regulatory and governance obligations, including the provisions of the Regulatory and Compliance policies that are relevant to you. If you are in any doubt as to your responsibilities in this regard or the rules which apply to you, you must contact the Compliance team within your business area.

11.3 If you are a Regulator approved person (or any equivalent status with any other regulator) you must comply with the Regulator's Statement of Principles and Code of Practice for Approved Persons (or meet the applicable standards). Failure to meet these Principles / Standards and / or to comply with this Code of Practice (or other applicable standards) may result in investigation by the regulator, applicable regulator and/or the Company, and / or disciplinary action being taken against you by the Company which may result in the termination of your employment.

11.4 You confirm that you will be bound by and will comply with the Barclays Group Share Dealing Code and with any more stringent dealing rules applicable to you or the area of the business in which you work. In particular, you agree not to make any investment, directly or indirectly, in any company or business which is a customer or client of the Barclays Group and which may in the reasonable opinion of the Company be expected to cause your personal or family interests to conflict with your duty to the Company in any respect.

11.5 Any incentives or compensation payable to you by any member of the Company or Group Company (under this Employment Letter or otherwise, including any guaranteed amounts and including, where applicable, the payment and settlement schedule and split of cash and Shares as set out in this Employment Letter) are subject to limitation or modification to the extent reasonably deemed necessary by the Company including in order to remain consistent with Barclays remuneration policy (as amended from time to time) or to comply with laws and regulations, including any regulations or guidance published by the Regulator from time to time.

12. Expenses

There may be occasions when you incur business expenses for instance, travelling to a training course or visiting another business location for a meeting. Any expenses must be pre-approved and claimed promptly and will be reimbursed to you in line with our procedures, a copy of which can be found on your intranet.

The Company at its sole discretion may bear certain expenses on your training, learning and developmental needs, subject to your acceptance of the terms and obligations as would be mentioned in the agreement ("Training Agreement") that may be executed with you.

As a consideration to the training expenses to be incurred by the Company, you may be asked to work with the Company for a certain period of time, post completion of the said trainings/ programs/courses, as the case may be and/or to compensate the Company by paying an agreed sum as liquidated damages. Your specific obligations will form part of the Training Agreement to be executed with you. For the execution of the Training Agreement, you may be asked to get a surety to undertake your obligations under the terms of the Training Agreement.

Unless otherwise agreed in the Training Agreement, any breach of the terms of the said Training Agreement, will be considered as the breach of the terms of this Letter.

13. Attendance at work

- 13.1 Your Summary of Key Terms will provide you with details of the particular working pattern that applies to you, and any specific arrangements that may apply regarding changes to this pattern. If you work full time, or for 8 hours or more on a given day, your normal working hours would additionally include up to a daily one hour break.
- 13.2 From time to time, the Company may need to vary your hours, days and times of work if this is necessary to accommodate the needs of the business or the absence of your colleagues. Should the Company need to vary your working hours, you will be given reasonable notice of any such changes.

14. Sickness Leave

- 14.1 If you are unable to work through ill health or injury you will be entitled to sick leave in accordance with the policy on Leave and Holidays, which can be found in the Company's Intranet. The Company reserves the right to only approve sick leave of more than two consecutive workdays if certified by a medical practitioner of the Company's choice, and you hereby confirm that you co-operate with such an examination and to authorise the full disclosure of any resulting report to Barclays.
- 14.2 The payment of salary and any allowances during periods of sickness will be subject to as prescribed under the applicable laws and you following the requirements regarding notification and certification of absence as set out in this Employment Letter, on your intranet and the Company being satisfied that you are unable to work due to illness or injury.

15. Other absences from work

Approval should be obtained in advance from your line manager for absence during working hours. If unexpected circumstances mean that this is not possible, you should inform your line manager as soon as possible. Absence without approval and / or explanation will be dealt with under the disciplinary procedure which could result in disciplinary action being taken against you by the Company and which may result in the termination of your employment.

16. Amendments to terms and conditions of employment

- 16.1 The Company reserves the right to review, revise, amend, replace or withdraw the contents of these Terms and introduce new policies, practices, guidelines and procedures from time to time to reflect the changing needs of the business or any changes in legislation or regulation from time to time.
- 16.2 For the avoidance of doubt, where the Company retains a discretion under these Terms (including but not limited to the discretion to make incentive award(s) to you, any matters considered in the decision whether to make such an award and the value, form, conditions and timing of delivery of any such award(s)) such discretion cannot be limited or fettered in any way other than by consent between you and the Company which is documented formally in writing on the Company's headed paper by an authorised member of the Human Resources Department.

17. Allocation of duties and transfer within the Barclays Group

You confirm that the Company will be entitled at any time and with [prior notice (where required by applicable law) to: (i) assign you to carry out such projects and/or duties commensurate with your abilities as it will in its absolute discretion determine; and/or (ii) assign you on a temporary or permanent basis to undertake additional duties and/or different duties commensurate with your abilities within any part or parts of the Barclays Group as it will in its absolute discretion determine; and/or (iii) second you on a temporary or permanent basis to work for any company in the Barclays Group or to a third party and/or (iv) transfer your employment and its rights and obligations to another company in the Barclays Group.

18. Leaving Barclays

- 18.1 Subject to paragraph 2 of these Detailed Terms and Conditions the Company and you may each terminate this Employment Letter in accordance with the "Notice" paragraph set out in your Summary of Key Terms. In addition:
- (a) either you or the Company may terminate your employment by giving one month's written notice (or, if greater, the minimum notice according to local applicable law) during any probationary period that may apply to you as set out in your Summary of Key Terms;
- (b) your employment shall be conditional on your ability to start work on the agreed Start Date. If you are unable to do so, you will have no entitlement to receive any payment or other benefit whatsoever from the Company or the Barclays Group;

(c) your employment may also be terminated by the Company without notice or pay in lieu of notice if you commit an act of gross misconduct (as may be defined under applicable Company policy from time to time which may include failure to comply with any policies and/or procedures including those referred to in the Detailed Terms and Conditions, lack of competence, serious breach of the Terms including improper or unethical behaviour;

(d) Your contractual and normal retirement age is 60 years. On the day you attain that age, your employment shall end automatically without any need for either party to serve written notice; and

(e) the Company may (without notice, pay in lieu of notice or incurring any obligation to pay compensation) immediately terminate your employment if you:

- i. are convicted of any criminal offence (other than a minor offence which, in the opinion of the Company, does not affect your position as an employee of the Company); or
- ii. are guilty of any act of dishonesty or gross or serious misconduct or any conduct which brings or is intended to bring any member of the Barclays Group or yourself into disrepute or may damage the business or affairs of the Barclays Group; or
- iii. have been found by the Company to have materially or repeatedly breached or have not complied with the terms of this Employment Letter (or otherwise fail or refuse to carry out the duties assigned to you); or
- iv. have breached or otherwise failed the Barclays Group sanctions screening policy or process; or
- v. cease to hold or fail to obtain any regulatory approvals or consents which are required for the effective discharge by you of any duties assigned to you under this Employment Letter; or
- vi. materially breach the rules of the Regulator; or
- vii. breach any Barclays Group rules on anti-bribery or anti-corruption;
- viii. don't obtain or maintain the accreditation(s) or qualifications that you are required to have (in the Company's opinion, or according to relevant regulators or professional bodies) to be able to work in your job profile
- ix. be repeatedly absent without leave or absent without leave for a period exceeding 14 days.

This sub paragraph is not exhaustive and does not restrict any other right which the Company may have (whether at common law or otherwise) to terminate your employment summarily.

18.2 You shall be liable to pay the Damages to the Company, in case you fail to serve the requisite notice as mentioned in the Summary of Key Terms. These Damages shall be in addition to the payment of salary in lieu of notice period. In respect of the Damages, the Company reserves the right to set-off against/ write off as amount payable/ withhold from the salary and/or any allowances. Further, you shall not be relieved from your contractual notice period, unless expressly relieved in writing.

18.3 The termination of your employment will not affect any terms of this Employment Letter which are intended to operate after the termination date, including the paragraphs relating to Intellectual Property, Confidentiality and Post Termination Restrictions.

18.4 On termination of your employment, irrespective of the reason, or at any other time when asked by the Company, you will:

- (a) immediately return to the Company all vehicles, equipment and documents, whether electronic or otherwise, and any other property (of any kind) (security pass, business cards, etc) relating to the business of or belonging to the Barclays Group, together with all copies of any such documents that you have in your possession or under your control;
- (b) irretrievably delete any information relating to the business of the Company or the Barclays Group stored on any computer or storage device and all information derived from the same in your possession or control and held outside of any Barclays Group premises;
- (c) resign with immediate effect from any offices or appointments you hold within or connected to the Barclays Group; and
- (d) confirm in writing that you have complied fully with the terms of this paragraph and provide evidence of compliance as the Company may request.

19. Payment in lieu of notice

- 19.1 The Company reserves the right in its sole and absolute discretion to terminate your employment and your terms with immediate effect (whether or not notice has been given by either party) by giving notice in writing to you of its intention to make a payment in lieu of notice and, if it does so, the Company shall make you a payment in lieu of notice, equal to the salary which you would have been entitled to receive if you had worked during your Notice Period or, if your Notice Period has started, the unexpired portion (the "Payment in Lieu"). Where the Company elects to make a Payment in Lieu of some or all of your Notice Period, your employment shall terminate on the date specified by the Company, regardless of when the Payment in Lieu is paid
- 19.2 Any Payment in Lieu will be paid less tax and any applicable withholdings. You will not be entitled to receive any payment in respect of holiday entitlement that would have accrued during the period for which the Payment in Lieu is made.
- 19.3 Any Payment in Lieu may be paid by the Company in accordance with the Company policies and subject to the applicable laws. Any Payment in Lieu may at the Company's discretion be paid as a lump sum within one month of the Termination Date or in equal monthly instalments from the date on which notice is served until what would have been the end of the Notice Period provided always that if after exercising its discretion to make a Payment in Lieu the Company becomes aware of any grounds that would permit it to summarily terminate your employment any payments due under this clause 19.3 will cease to be payable and the net value of any Payment in Lieu that has been received by you shall be repaid as a debt to the Company within 30 days of the Company notifying you of this repayment obligation.

20. Garden leave and suspension

- 20.1 The Company may suspend you at any time from the performance of all or any of your duties:

(a) for the whole or any part of any applicable Notice Period; or

(b) for such periods and on such terms as is necessary to allow any investigation to take place (including, but not limited to an investigation by a regulatory authority or an investigation under the Company's disciplinary procedure).

- 20.2 During any period of suspension, the Company will be under no obligation to provide work for or assign any duties to you and may require you not to attend any premises of any member of the Barclays Group (other than as a customer) and may require you to:

(a) not speak to, contact or otherwise communicate with or engage with any director, consultant, agent, contractor or employee of any member of the Barclays Group other than to carry out your personal banking, or any person, firm or company who, at the date of such suspension or exclusion is a client or customer of any member of the Barclays Group unless they are members of your immediate family;

(b) at any time to carry out such special projects or duties commensurate with your abilities as the Company shall in its absolute discretion determine;

(c) meet with representatives from the Company in order to facilitate a handover of work and provide assistance with ongoing business activity; and

(d) take any holiday which you have accrued.

- 20.3 During any period of suspension:

(a) your employment with the Company and this Employment Letter will continue and you will continue to be bound by your obligations under it (except as expressly set out in this paragraph) including, but not limited to, your obligations of confidentiality, good faith and fidelity to the Company; and

(b) you shall continue to receive your basic salary and all contractual benefits in the usual way.

21. Post termination restrictions

- 21.1 You confirm to the Company (for itself and as trustee and agent for each member of the Barclays Group) that you will not, whether directly or indirectly, on your own behalf or on behalf of or in conjunction with any other person, firm, company or other entity:

(a) for a period of 6 months (if you are an MD, Director, or VP or equivalent grade) or 3 months (if you are an AVP or below or equivalent grade) from the Termination Date approach, solicit or deal with any person, firm, company or other entity who is or was a customer, client or supplier of the Company or the Barclays Group and with whom you had material dealings in the course of your employment with the Company or in respect of whom you were aware of material and confidential information, in both cases within the 12 month period immediately prior to the Termination Date. Nothing in this paragraph will prohibit you from seeking or doing business which is not in direct or indirect competition with the business of the Barclays Group; and

(b) for a period of 6 months (if you are an MD, Director, or VP or equivalent grade) or 3 months (if you are an AVP or below or equivalent grade) from the Termination Date solicit or entice away or attempt to solicit or entice away or employ or engage any director, officer or employee of executive status in the Barclays Group with whom you had material dealings within the 12 months period immediately prior to the Termination Date. For the purposes of this paragraph "employee of executive status" will include without limitation any employee of the Barclays Group with a corporate grading Managing Director, Director, Vice President (or equivalent grades, or anything which replaces these grades) and any employees of the Barclays Group with a lower corporate grading where in the 12 months prior to the Termination Date, you have had line manager responsibilities in relation to that employee or they have had line manager responsibilities or have been engaged in work or projects which in the Company's reasonable opinion are key to its business and / or mean that they are in possession of material and confidential information relating to the Barclays Group.

21.2 Each of the restrictions contained in this paragraph are considered by the parties to be reasonable in all the circumstances as at the date of this Employment Letter. However, the parties acknowledge that if any one or more of such restrictions will be judged to be void as going beyond what is reasonable in all the circumstances for the protection of the interests of the Barclays Group, but would be enforceable if words were deleted or one or more of the duration, range of activities and area covered were reduced in scope, the restrictions will be deemed to apply with such modifications as may be necessary to make them valid and effective. Any such modification will not affect the validity of any other restriction contained in this Employment Letter and it is confirmed that each restriction in this paragraph will be construed as separate and individual restrictions.

21.3 You confirm that if, during either your employment with the Company or the period of the restrictions set out in this paragraph you receive an offer of employment or engagement, you will provide a copy of these restrictions to the offeror as soon as reasonably practicable after receiving the offer.

22. Further terms

22.1 No omission to exercise or delay in exercising any right, power or remedy of the Company under this Employment Letter will constitute a waiver of that right, power or remedy.

22.2 During your employment:

(a) the Company may at its discretion require that you undergo screening, including for criminal record, sanctions list and/or credit reference checks from time to time. It is anticipated that any such screening would only be undertaken if required for regulatory purposes or in order to comply with the minimum standards for the role you are undertaking; and

(b) you should advise the Company should any of the circumstances as set out in paragraph 18.1(e) of this Employment Letter arise or be brought against you.

22.3 You acknowledge that in entering into these Terms you have not relied on any representation or undertaking by the Company whether oral or in writing, except as expressly incorporated into this Employment Letter.

22.4 You consent to the Company monitoring your use of all Company resources and its communication and electronic equipment (including without limitation the telephone, internet, blackberry, software applications and email systems) and information stored on the Company's computer equipment, as described in your local acceptable use policy in accordance with the Barclays Group procedure and / or guidance on electronic communications. A copy of the policy that applies to you can be found on your intranet.

22.5 You understand that you may, during your employment, be granted awards under the terms of one or more of the Company's long term incentive plans or any incentive or bonus plan operated by the Barclays Group. If, on termination of your employment, you lose any of the rights or benefits under any such plans you will not be entitled, by way of compensation for loss of office or otherwise, to any compensation for the loss of any rights under any such plans.

22.6 If your employment is terminated at any time by reason of any reconstruction or amalgamation of the Company or any Barclays Group company, whether by winding up or otherwise, and you are offered employment with any concern or undertaking involved in or resulting from the reconstruction or amalgamation on terms which (considered in their entirety) are

no less favourable to any material extent than the terms of this Employment Letter, you shall have no claim against the Company or any such undertaking arising out of or connected with the termination.

23. Certifications

23.1 You confirm and certify that:

- (a) you are not precluded or restricted by any term of any agreement, undertaking or court order or any obligation to any third party from entering into this Employment Letter or undertaking or properly performing any of the duties of your employment with the Company;
- (b) you will notify the Company of any change in circumstances around the termination of your employment with your previous employer between the date of this Employment Letter and the Start Date;
- (c) you are not currently, and have never been, the subject of an investigation by any company or body into suspected bribery or corruption activity where either: (i) the investigation was concluded and your conduct found to amount to misconduct; or (ii) where the investigation was on-going and did not reach a conclusion because your employment (or engagement) with that company or body was terminated during the investigation (whether by mutual consent or by voluntary termination or otherwise);
- (d) you are not currently, and have never been, the subject of an investigation into suspected criminal activity involving elements of dishonesty (including theft or fraud) or anti-competitive behaviour; and
- (e) you will not during your employment at the Company breach any third party's rights in respect of confidential information and/or intellectual property.

23.2 Any breach of these certifications will entitle Barclays to immediately terminate your employment.

24. Governing law

Your Terms are governed in accordance with the laws of the state of your normal place of work, or Mumbai if you work in Corporate Banking, Investment Banking or Wealth and Investment Management. The parties irrevocably submit to the exclusive jurisdiction of the competent courts of the state of your normal place of work, or Mumbai if you work in Corporate Banking, Investment Banking or Wealth and Investment Management in relation to any legal action or proceedings that arise out of or in connection with this Employment Letter.

25. Key policies, procedures and practices

- 25.1 During your employment with the Company (and where applicable after your employment has terminated) you must comply with all of the Company's policies and procedures and any legal and/or statutory and/or regulatory obligations, including (but not limited to) Barclays Group policies and procedures on, and any other obligations relating to, anti-bribery and corruption. Failure to do so may result in disciplinary action being taken against you.
- 25.2 You should familiarise yourself with all policies and procedures that apply to your grade and business area as set out on your intranet. The Code of Conduct and the policies, guidelines and procedures on the following issues are particularly important (although this is not intended as a comprehensive list):
- Any applicable Employee Handbook
 - Anti Bribery and Corruption
 - Regulator's Business Principles
 - Disclosure obligations
 - Data protection, confidential information and Chinese walls
 - Equality and Diversity
 - Managing people, including on various types of leave and our disciplinary and grievance policies
 - Bullying, Harassment and Discrimination policy
 - Prevention of Sexual Harassment at the Workplace
 - Dress at Work
 - Electronic and other forms of communication
 - Personal account and share dealing
 - Conflicts of interest and outside business interests and affiliations
 - Market conduct
 - Gifts and Entertainment
 - Health and Safety

- Whistleblowing or Raising Concerns
- Substance Abuse

25.3 Unless otherwise stated, these policies, guidelines and procedures do not form part of this Employment Letter.

25.4 The disciplinary and grievance rules and procedures which are applicable to your employment are set out on your intranet. These rules and procedures do not form part of this Employment Letter. If you wish to appeal against a disciplinary decision you should apply in writing to your line manager or HR contact in accordance with the Company's disciplinary procedure. If you wish to raise a grievance please apply in writing to your line manager or HR contact in accordance with the Company's grievance procedure.

APPENDIX 1

Definitions and interpretation

In the Detailed Terms and Conditions, the following terms have the following meanings:

"Barclays" means Barclays PLC.

"Barclays Group" means Barclays, the Company, and any company which is from time to time:

- (a) a holding company (as defined by Section 1159 of the Companies Act 2006) of Barclays
- (b) a subsidiary (as defined by Section 1159 of the Companies Act 2006) of Barclays or of its holding company;
- (c) a company over which Barclays has control within the meaning of Section 1124 of the Corporation Tax Act 2010; or
- (d) a subsidiary undertaking (as defined by Section 1162 of the Companies Act 2006) of Barclays;

and **"Barclays Group company"** will be interpreted accordingly.

"Company" means your employing entity within the Barclays Group.

"Damages" shall mean loss and damage suffered by the Company on account of unauthorized termination of the Employment Letter in breach of the provisions mentioned herein.

"FCA" means the UK's Financial Conduct Authority, or any successor or applicable regulatory authority.

"Notice Period" means the notice period as set out in your Summary of Key Terms.

"PRA" means UK's Prudential Regulation Authority, or any successor or applicable regulatory authority.

"Regulator" means the FCA and / or the PRA, and/or RBI and/or SEBI as may be applicable, or any successor or applicable regulatory authority.

"Risk and/or Compliance requirements" means a control or regulatory issue of business unit significance that is identified by the Company in its absolute discretion.

"RBI" means the Reserve Bank of India or any successor or applicable regulatory authority.

"SEBI" means the Securities Exchange Board of India or any successor or applicable regulatory authority.

"Share" means an ordinary share in Barclays PLC.

"Start Date" means the start date as set out in your Summary of Key Terms.

"Termination Date" means the date on which your employment terminates.

Some capitalised terms in the Detailed Terms and Conditions are as defined in your Summary of Key Terms and any applicable Schedules unless stated otherwise. References to any statute or legislation will include any modification, re-enactment or extension of that legislation.

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**PEPSICO****PRIVATE AND CONFIDENTIAL**

January 16, 2023

Sai Vaibhav Bheema

H.no:20-470/1,college road,MancherialMancherial, Telangana 504208
India

Dear Sai Vaibhav Bheema,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP**(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786**Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000



January 16, 2023

Sai Vaibhav Bheema
H.no:20-470/1,college road,MancherialMancherial, Telangana 504208
India

Dear Sai Vaibhav,

We are pleased to confirm our offer to join "**PepsiCo Global Business Services India LLP**" ("The Organization") as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day's of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is **INR 985,817.00** per annum. This includes statutory retivals. The Target Variable pay offered to you is **INR 91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization's annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed from your Start Date to your termination date and the denominator of which will be 12

(such amount, the "Earned sign-on cash bonus"), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days' notice in writing ("Notice Period"). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or 'Basic Pay' in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000



PEPSICO

PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Sai Vaibhav Bheema

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

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Telangana 500075. Tel: +91 40 7136 9000

160119733047

IMPORTANT | JPMorgan Chase & Co. | SEP Full-time Class of 2023 | Internship Conversion Selects | Chaitanya Bharathi Institute of Technology

India Campus SEP Recruitment <india.campus.sep.recruitment@jpmchase.com>

Fri, Oct 21, 2022 at 11:20 AM

To: "placements@cbit.ac.in" <placements@cbit.ac.in>

Cc: "Nandan Wah, Priyanka" <priyanka.nandanwahi@jpmchase.com>, "Bagul, Jaishree" <jaishree.bagul@jpmchase.com>, "K, Karthik S" <karthik.s.k@jpmchase.com>

Hello,

We would like to thank you for your participation in 2022 Summer Internship Program of JP Morgan Chase & Co. We were delighted to have hosted your students and provided an enriching and meaningful internship experience.

We were fortunate to evaluate a talented pool of summer interns this year and the below interns truly stood out as exceptional. We were very impressed by their talent, performance and qualifications. Based on their performance during their internship and their evaluations, I am delighted to let you know that they will receive a written offer to join the Firm, for **the Software Engineer Program class of 2023**.

In this position, they will have the opportunity to work with a talented, collaborative team who is committed to doing the best for their clients. They will be joining a firm that is committed to the continued growth of its employees through robust training and development programs. We look forward to their continued leadership and drive if they successfully complete the preemployment screening and decide to join the Firm.

Name	Email ID	College
Alla Bindhu Sree Reddy	allabindhusreereddy@gmail.com	Chaitanya Bharathi Institute of Technology
BHAVARAJU SAI SRINIVAS CHARAN	charanbhavaraju2001@gmail.com	Chaitanya Bharathi Institute of Technology
Sumanth Chippagiri	chippagirisumanth@gmail.com	Chaitanya Bharathi Institute of Technology
Suhaas Doddapaneni	suhaasd13@gmail.com	Chaitanya Bharathi Institute of Technology
Meghana Reddy Gajulapalle	meghanareddy5222@gmail.com	Chaitanya Bharathi Institute of Technology
Ishika Gupta	ishikarakhee@gmail.com	Chaitanya Bharathi Institute of Technology
Chirag Jain	chirag3436p@gmail.com	Chaitanya Bharathi Institute of Technology
Saketh Marri	saketh.marri13@gmail.com	Chaitanya Bharathi Institute of Technology
Sripranav Kumar Muktevi	pranavsri2001@gmail.com	Chaitanya Bharathi Institute of Technology
Venkata Siri chandana pulipati	Sirichandana289@gmail.com	Chaitanya Bharathi Institute of Technology

M V S Saket	saket99999999@gmail.com	Chaitanya Bharathi Institute of Technology
Ritika Yarlagadda	ritika.yarlagadda@gmail.com	Chaitanya Bharathi Institute of Technology

I would like to cover some important information about this role:

1. Position : Full Time Analyst – Software Engineer Program
2. Compensation :

Fixed Compensation	INR 13,00,000/- per annum
Incentive Compensation (payable at year end) *	INR 2,00,000/- per annum
Relocation Assistance (onetime payment on joining)	INR 1,25,000/-
Joining Bonus (onetime payment on joining)	INR 1,50,000/-
Total Compensation	INR 17,75,000/- per annum

*Subject to company, business & individual performance

3. Expected Joining Month (may change) : June/Aug 2023

Kindly confirm students' acceptance on selection by 10 AM IST, 22nd Oct, 2022. Also confirm the institute's placement policy on selected candidates, clarifying their further status with other companies scheduled to hire for the 2023 Full Time Class.

Please Note :

The selected students should be open for any of **Bengaluru, Mumbai or Hyderabad** as their location and accept company discretion on responsibilities and projects, allocated Line of Business and technology.

§ The joining of students will be valid subject to completing the course in 1st attempt and successfully clearing all pre-employment screening checks conducted by JPMorgan Chase & Co. to join the 2023 full-time class.

Next Steps/ Conditions of the Offer

- The student will receive closer to their joining date an email with a request to provide additional information, including date of birth and National Identifier. This information is required prior to generating the offer, so please ask students to complete this form as soon as possible to avoid any delays.
- Student will receive the formal, written offer letter via email prior to at least 60 days of their joining which will provide additional details.
- Before students get started in their new role, there are some pre-employment requirements that they must complete. **This offer is contingent upon them passing all pre-employment screening & them being able to perform this role from Offer Location (as in their offer letter), moving there if necessary, by their expected start date.**
- Once they successfully clear our pre-employment requirements, they will receive an official clearance notification email.

+91 7981025448

Saketh Marri

160119733048

CSE-1

J.P.Morgan

24-Mar-2023

Saketh Marri
Flat No.1107, Topaz block, Myhomejewel,
madinaguda
-500049
HYDERABAD
Telangana
INDIA

Dear Saketh Marri,

Your Employment by J.P. Morgan

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

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

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

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

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 28-Mar-2023.

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.

Relocation Lump Sum

You will be paid a one-time Relocation lump sum of INR1,25,000/-, which is taxable and will be paid within a reasonable period after your start date. The relocation lump sum coverage includes the cost of air and tickets, other transportation and hotel stay of your choice.

If you resign or are terminated for any reason other than job elimination (as determined within the company's discretion) within 12 months of your commencement date, you agree to reimburse the Company in full for the amount of any relocation lump sum you have received in connection with this employment offer. This reimbursement shall become due and payable within 30 days of your last day of employment with the Company. Further, the Company may seek reimbursement by withholding any other payments not yet paid to you at the time you leave the firm.

A5. Probationary Period

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

A6. Leave Entitlement

A6.1 Annual Leave

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

A6.2 Other Leave

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

A7. Benefits

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

A8. Retirement Scheme

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

A9. Notice Period

During your probationary period, starting the day you join the Company, either you or the Company may terminate your employment with at least 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 60 Days written notice ("Notice Period") or by the Company making a payment in lieu of Notice Period.

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

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

- B3.1** In its absolute discretion, the Company may pay you an annual incentive award ("Award") in accordance with the terms of its performance based incentive compensation plan in place and as amended or varied from time to time ("Incentive Plan"). The Award may be in the form of cash, restricted shares or units of JPMorgan Chase & Co. common stock ("Restricted Stock") and/or stock options or stock appreciation awards. In granting an Award, the Company may consider any factors it considers appropriate including but not limited to the motivation of future performance, individual achievement, business unit and Group corporate results. The Award will be planned and communicated in United States dollars or in your local currency in accordance with the published Incentive Plan then in effect and applicable to your role and business area within the Company.
- B3.2** Awards are subject to applicable taxes, the JPMorgan Chase Bonus Recoupment Policy and to the terms and conditions of Award Agreements, which will include recovery provisions, non-solicitation and similar covenants. Awards and payment thereof is conditional upon you being in employment with the Company and not under notice of termination (whether given by you or the Company) at the date of payment of any cash component of the Award. The Award is not pro-rated for the period worked if your employment terminates prior to the payment date.
- B3.3** Vesting of Restricted Stock is conditional upon your continued employment as of each vesting date, and the terms and conditions set forth in the associated Award agreement. Stock options or stock appreciation awards will become exercisable on the exercisable dates set forth in the Award agreement(s) conditional on your continued employment as of each exercisable date, and the terms and conditions set forth in the associated Award agreement.
- B3.4** The Company has absolute discretion over the payment and amount of any Award to you for any year. If paid, it shall not give rise to any expectation of the Award or the amount in future years of employment. No employee or officer of the Company is authorized to make any oral promises to you about an Award. During your employment any commitment as to an amount or timing of an Award must be in writing signed by a Senior Vice President or Managing Director of the Company and a human resources officer at the level of Vice-President or above. Awards do not form part of your salary for the purposes of pension or termination benefits.

B4. Termination

- B4.1** Your employment may be terminated as follows:
- a) By either party giving to the other prior written notice of at least the period specified, as applicable, in paragraph 9 in Appendix A (the "Notice Period"), or by the Company making a payment in lieu of notice for all or part of such Notice Period of an amount equal to basic salary you would have been entitled to receive during the Notice period or part of the Notice Period.
 - b) By the Company at any time without notice or compensation if you:
 - i) are guilty of fraud, dishonesty or misconduct which is inconsistent with the due and faithful discharge of your duties;
 - ii) seriously breach the Code of Conduct and any other Company policies;

B5.1 Annual Leave

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

B5.2 Sick Leave

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

B5.3 Suspension Leave

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

B6. Confidentiality

You acknowledge that a vast amount of privileged and confidential information will be disclosed to you in course of your employment with the Company and during your employment with the Company and thereafter, you shall keep secret and shall not at any time (whether during or after the period of your employment) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods and plans, financial matters, client lists, investments, marketing plans, personnel matters or other information which you knew or reasonably ought to have known to be confidential concerning the business or affairs of the Company or any other member of the Group or any of their related companies, clients or suppliers.

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

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

B7. Return of Company Property

B8.5 You acknowledge and agree:

- i. that each of the foregoing paragraphs constitutes an entirely separate and independent restriction on you;
- ii. that the duration, extent and application of each restrictions, obligations and undertakings are reasonable and necessary to protect legitimate interests of the Company and J.P. Morgan, considering, among other things, that the Company has commercial dealings with business partners throughout the world and that you will regularly be dealing with such partners as part of your duties and you understand that it does not by any means prevent you from earning a living in a satisfactory way;
- iii. that, if any such restriction (or parts of a restriction) shall be adjudged by any court of competent jurisdiction to be void or unenforceable, the validity or enforceability of the remaining restrictions (or parts of a restriction) shall remain in full force and effect as if the unenforceable parts had been deleted. Damages may be an inadequate compensation for breach of any of the restrictions in this paragraph and, subject to a court's discretion, in the event of any actual or threatened breach of any provision of this paragraph, you agree that the Company shall be entitled to (on behalf of itself and on behalf of any other Group Company) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you. You expressly submit to the jurisdiction of any court of competent jurisdiction for this purpose, and in the event you receive from any person an offer of employment (whether oral or in writing and whether accepted or not), either during your employment or the continuation in force of all or any of the restrictions applicable to you, whether pursuant to this letter or the Code of Conduct, you shall provide to the person making such an offer of employment a full and accurate copy of the then current restrictions applicable to you.
- iv. that any benefit given or deemed to be given by you to J.P. Morgan under the terms of this paragraph is received and held on trust by the Company for the relevant J.P. Morgan group company. You will enter into appropriate restrictive covenants directly with other J.P. Morgan group companies if asked to do so by the Company.
- v. that your employment with the Company and the compensation paid and/or payable to you by the Company shall be sufficient consideration for the purposes of this clause. You further agree and acknowledge that the limitations as to time and the character or nature placed in this clause are reasonable and fair and will not preclude you from earning a livelihood, nor will they unreasonably impose limitations on your ability to earn a living.
- vi. 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.
- vii. that any breach or threat of breach on your part of any one of such obligations and/or undertakings would cause serious harm to the Company or J.P. Morgan which may then institute any legal recourse against you that is deemed appropriate and/or recourse in damages, without further notice or delay.
- viii. 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.
- ix. 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.

payable to you, including any final salary payments due to you on the termination of your employment, and collect any remaining balance from you.

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

B13. Contract Execution

B13.1 You acknowledge and agree that:

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

B14. Governing Law and Jurisdiction

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

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

which are made by me (solely or jointly with others) within the scope of and during the period of my employment with J.P. Morgan are protectable by Section 195awa of the Copyright Act, 1968 (Cwlth). I agree to keep and maintain complete, adequate and current written records of all Developments and to disclose the same to J.P. Morgan. The records will be in the form of notes, sketches, drawings, and any other format as J.P. Morgan shall reasonably request and/or specify during the term of my employment. I agree to, during and after such period, assist and co-operate fully with J.P. Morgan Chase (entirely at its expense) to do any and all acts to obtain and protect J.P. Morgan rights in the Developments and any copyrights, trademarks, patents, designs, layout-designs, proprietary information, mask work rights or other intellectual property rights relating thereto in any and all countries ("Intellectual Property Rights"), including, the execution of any and all applications, assignments and all other instruments in such manner and at such location which J.P. Morgan shall deem necessary in order to apply for and obtain or assign to J.P. Morgan the Intellectual Property Rights. I understand and agree that all such Developments shall be and remain the property of J.P. Morgan regardless of whether or not patented or registered for copyright and that my obligation to execute or cause to be executed, any instrument or papers shall continue after the termination of my employment with J.P. Morgan.

Moral Rights: I consent to do all such acts and deeds and fully assign to J.P. Morgan any and all moral rights in respect of all Developments and works made or to be made by me in the course of my employment with J.P. Morgan. I agree and acknowledge that I may be required to submit my name, likeness, statements, voice, photographic image, videos and any other information or material ("Material") to J.P. Morgan from time to time in relation to my employment with to J.P. Morgan. I hereby understand, fully agree and freely consent to and I represent and warrant the following to and for the benefit of to J.P. Morgan:

I have full legal authority, including all necessary intellectual property rights, to submit this Material to J.P. Morgan on behalf of myself or anyone depicted in the Material. If this Material contains any name or likeness of an individual under the age of 18 years or an incapacitated adult, I represent and warrant that I have the full legal authority to submit this Material on their behalf.

If I have voluntarily agreed with/been engaged by J.P. Morgan to create any Material, I hereby expressly undertake to hand over all the Material to the designated representative of J.P. Morgan and irrevocably consent to the use, publication, retention and /or destruction of the same by J.P. Morgan. I hereby grant to J.P. Morgan all right, title and interest in and to the Material without royalties or other compensation and agree that J.P. Morgan alone has the exclusive right to create copies of the Material, prepare derivative works based on the Material, distribute copies of the Material and / or publicly display.

In the event I have created the Material, I confirm and agree that the Material is my own original work, is not copied, and does not contain any third-party materials and/or content that I do not have permission to use. I further warrant and represent that the Material is not obscene, defamatory or in breach of any applicable legislation or regulations.

I consent and grant permission to J.P. Morgan and any applicable media agencies acting on behalf of J.P. Morgan, a perpetual, worldwide, non-exclusive, irrevocable, royalty-free license to use, reproduce, distribute and publish the Material or for any other information I provide in any media now or hereinafter developed for any purpose in which J.P. Morgan engages, including any promotion, advertisement or other conduct of trade, without royalties, payment or any other consideration. I irrevocably authorize J.P. Morgan to edit, alter, copy, exhibit, publish or distribute the Material for purposes of publicizing programs on the J.P. Morgan intranet or for any other lawful purpose in India and in any other country. I agree that the Material will not be returned to me. I waive the right to inspect or approve any finished product of the Material, including written or electronic copy, wherein my or that of any person's likeness appears.

I will not hold J.P. Morgan liable or responsible for the Material that are lost, delayed, misdirected or incomplete or cannot be delivered for any technical or other reason. J.P. Morgan shall not be liable for any loss or damage resulting from submission or publication of the Material.

I, for myself and anyone entitled to act on my behalf, waive and release, to the maximum extent permitted by law, J.P. Morgan from any claims or liabilities of any kind arising in connection with the Material or the use

- 2.3 compensation related activities, including reviewing salaries, bonuses and other benefits administration and attachment of wages/salaries to comply with legal obligations;
- 2.4 job grading, recruitment activities and employment background checks;
- 2.5 performance and talent management, consideration for promotion, training, termination or any relevant decision-making for the ongoing management of the employment relationship;
- 2.6 consideration of eligibility and administration of staff loans and other benefits;
- 2.7 training and monitoring compliance with internal policies of the Company, JPMorgan and applicable laws;
- 2.8 internal and inter JPMorgan for matching procedures;
- 2.9 processing payroll or tax or other employment and statutory benefits;
- 2.10 providing employee references (with consent from employee);
- 2.11 complying with mandatory reporting obligations and other legal requirements and disclosures required by law enforcement agencies;
- 2.12 enabling you to discharge your business duties, including to procure a consumer report or an investigative report for;
- 2.13 any other lawful purpose connected with a function or activity of the Company; and/or
- 2.14 any other purpose required under any law for the time being in force.

"Personal Information" means any information that relates to you, which, either directly or indirectly, in combination with other information available or likely to be available with JPMorgan, is capable of identifying you. "Sensitive Personal Data or Information" means such personal information which consists of information relating to your:

- (i) password;
- (ii) financial information such as Bank Account or credit card or debit card or other payment instrument details;
- (iii) physical, physiological and mental health condition;
- (iv) sexual orientation;
- (v) medical records and history;
- (vi) Biometric information;
- (vii) any detail relating to the above clauses as provided to the Company in relation to your

Company or provide employment related benefits.

8. You understand, agree and given your consent to the Company to appoint or replace any person (if any), collecting, processing or retaining the Personal Data in its sole discretion.
9. You agree that you will not withdraw your consent provided hereunder unless the same is communicated to the Company in writing. You further understand and agree that notwithstanding the fact that you may withdraw your consent, the Company (and any entity to which the Company may have transferred the Personal Data to) may need to retain/share/disclose your Personal Data, if required under any law for the time being in force.
10. You understand that the Personal Data collected from you is required in connection you're your employment with the Company. In the event that you withdraw such consent, notwithstanding anything to the contrary that may be contained in any statement, agreement, affirmation, undertaking or letter in regard to your employment with the Company, the Company would have the absolute right to discontinue providing such services/ benefits/ amenities in connection to which the Personal Data was collected and take any other action in this regard on just and reasonable grounds without any further notice or liability.
11. Requests for access to Personal Data or correction of Personal Data, or for information regarding policies and practices of JPMorgan and kinds of Personal Data collected and stored by the Company must be made in writing to accessHR at links to which are available on the Company's Intranet and marked to the attention of the "Data Privacy Officer".
12. You agree that in the event that you have any reasonable queries / objections in relation to any of the aforesaid, you will bring the same to the attention of the Company in writing.

J.P. Morgan Services India Private Limited
Corporate Identity Number : U72900MH2000PTC124073

Registered Office: Prism Towers, Level Nos. 9 to 11, Link Road, Mindspace Goregaon (West), Mumbai - 400 104, India
Telephone: +91-22-6157 3000 Facsimile : +91 22 6125 0000

Muhammad Roshan Shaik
160119733049
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Deloitte.

Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Jun 19, 2023

Mr. Shaik Muhammad Roshan
Hno.163, Hi Rise Avenues, Kasani Kausalya Colony, Bachupalli,
Hyderabad, 500090
India

Subject: Offer of Employment

Dear Shaik Muhammad Roshan:

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

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

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

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

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

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

Annexure A

Mr. Shaik Muhammad Roshan

Analyst

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	210,000
House Rent Allowance (HRA)	8,750	105,000
Special Allowance ^{1a & 1b}	9,829	117,948
Leave Travel Allowance ²	1,750	21,000
Differential Allowance	5,551	66,612
Meal Card ³	2,200	26,400
Employer's contribution to PF	4,420	53,040
Total Salary (in Rs.)	50,000	600,000
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....



Shaik Muhammad Roshan

Hyderabad

Annexure B**Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")**

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. Pre-existing Agreements or Arrangements. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For Deloitte Consulting India Private Limited

Pooja Madnani

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Pooja Madnani

Talent

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

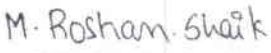
I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

X No, I do not have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

<u>Title</u>	<u>Date</u>	<u>Brief Description</u>
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DocuSigned by:

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Signature

Jun 19, 2023

Date

Shaik Muhammad Roshan

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

DocuSigned by:

 63548E76D79643C...

Pooja Madnani

Talent

Its: *Authorized Signatory*

Jun 19, 2023

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.06.19 13:29:46 -07:00

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-Employment Restrictions
re: Clients

X No, I do ~~not~~ have
Post-Employment Restrictions
re: Clients

Name of Client

Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:

Pooja Madnani

63848E76D79643C...

Pooja Madnani

Talent

Its: Authorized Signatory

Jun 19, 2023

Date

I have read and understood the above policy terms.

DocuSigned by:

M. Roshan. Shaik

A735472CBA084FD...

Shaik Muhammad Roshan

Jun 19, 2023

Signature

Name

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10

Sealed Time: 2023.06.19 13:29:46 -07:00

An Authorized Signatory's signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an Authorized Signatory indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

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

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment

Deloitte.

Jun 19, 2023

Mr. Shaik Muhammad Roshan

**Hno.163, Hi Rise Avenues, Kasani Kausalya Colony,
Bachupalli,**

Hyderabad, 500090

India

Training Agreement

Dear Shaik Muhammad:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **July 3, 2023**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Pooja Madhani

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By:

Signature

Authorized Signatory

160119733050 (RSE-1)

8464018596

Deloitte

Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

May 31, 2023

Mr. Midde Sravan Kumar
H.No: 3-147, Loyapally(Vlg), Manchal(Mandal), Rr,
Manchal, 501508
India

Subject: Offer of Employment

Dear Midde Sravan Kumar:

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

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

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

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

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

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Gurugram and Bengaluru.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Midde Sravan, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:
Pooja Madnani
48E0136E9D434F6...
Signature

By:

Authorized Signatory

Acceptance

I, **Midde Sravan**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature _____

Date _____



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.31 13:09:52 -07:00

160119733057

Campus Placement - ValueLabs

connect <connect@valuelabs.com>

To: Placements HEAD <placements@cbit.ac.in>, "ugs19026_eee.arun@cbit.org.in" <ugs19026_eee.arun@cbit.org.in>

Wed, Sep 21, 2022 at 11:42 AM

Cc: Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, "2023placementinfo@cbit.org.in" <2023placementinfo@cbit.org.in>, Director CDC <director_cdc@cbit.ac.in>, "fpc_cse@cbit.ac.in" <fpc_cse@cbit.ac.in>, IT FPC <fpc_it@cbit.ac.in>, "fpc_eee@cbit.ac.in" <fpc_eee@cbit.ac.in>, EEE FPC <fpc_eee@cbit.ac.in>

Dear Placement Officer,

Thank you for hosting us for the placement drive and we plan to share the Provisional offer letter with the following candidate shortly.

Candidate Name	Candidate Email	Contact Number	Status
Naidu Sudheer	sudheerchowdary676@gmail.com	8688389731	Selected - SD
Thandava Krishna Potlacheru	potlacheruthandavakrishna@gmail.com	+91 9381797588	Selected - SD
Yamini Kusa	ugs19020_eee.yamini@cbit.org.in	+91 9390915756	Selected - SD
Thota Sai Chetan	t.saichetanpatel@gmail.com	+91 9959971983	Selected - SD
Chaitanya Nagulapalli	chaitanya.k.nagulapalli@gmail.com	7075604097	Selected - SD
PEDDAPALLI LAKSHMI SAHITYA	plakshmisahitya5@gmail.com	+91 9391493180	Selected - SDET
Koushik Reddy Mushanolla	mkoushikreddy02@outlook.com	+91 9390564727	Selected - SD
Manasa Bedadha	ugs19073_it.manasa@cbit.ac.in	+91 9390410617	Selected - SD
Sai Jayanth Kumar	ugs19167_it.sai@cbit.ac.in	+91 8688150756	Selected - SD

Request you to share the attached details today before 6:00 PM

Do feel free to reach out to us for any further support.

Thanks & Regards,

Campus Team

From: connect

Sent: Monday, September 19, 2022 9:09 PM

To: Placements HEAD <placements@cbit.ac.in>; ugs19026_eee.arun@cbit.org.in

Cc: Principal CBIT <principal@cbit.ac.in>; Anne Violet CBIT-HR <hr@cbit.ac.in>; 2023placementinfo@cbit.org.in; Director CDC <director_cdc@cbit.ac.in>; fpc_cse@cbit.ac.in; IT FPC <fpc_it@cbit.ac.in>; fpc_eee@cbit.ac.in; EEE FPC <fpc_eee@cbit.ac.in>

Subject: RE: [External] Re: Campus Placement - ValueLabs

Dear Placement Officer,

Please find below the shortlisted candidates

Candidate Name	Candidate Email	Contact Number
Akshay Somisetty	akshaysomisetty0@gmail.com	+91 7013850548

160119733052
CSE-1

PACE UNIVERSITY

Office of Graduate Admission

One Pace Place
New York, NY 10038
Phone: (212) 346-1531Vineyard House
861 Bedford Road
Pleasantville, NY 10570
Phone: (914) 422-4283

April 23, 2023

Mr. Sumedh Anumala
35-6-186, Road No:4, Pragathinagar, Hanamkonda,
Warangal Urban,, Telangana 506001
Indiagraduateadmission@pace.edu
www.pace.edu

Dear Mr. Anumala,

Congratulations! On behalf of the faculty of the Seidenberg School of Computer Science and Information Systems, I am pleased to inform you that you have been accepted to the MS in Computer Science program for the Fall 2023 semester.

At Pace University, we are particularly proud of the emphasis our faculty places on teaching excellence, our small class sizes, and the extensive support services available for our students. We are confident that you will find your Pace experience rewarding.

Newly admitted students are required to submit a deposit of \$200 in order to reserve a place in the class. Submit your non-refundable deposit online by August 1, 2023 for the Fall 2023 semester. This deposit will be applied toward your Fall 2023 tuition. To ensure a seamless onboarding, we also encourage you to review your Next Steps tab for additional instructions as you prepare to join the Pace community.

Please check your Application Dashboard page to confirm that Pace University has received all required official credentials. You will not be permitted to register beyond your initial semester of enrollment unless we receive the missing documents.

Students are required to meet with their academic advisor to learn about degree requirements, prerequisites, and choose a schedule. If you are not sure who your advisor is, please check the advising website or email whoismyadvisor@pace.edu.

On behalf of the Admission Committee, I extend our best wishes for success and look forward to welcoming you to Pace University and the Seidenberg School of Computer Science and Information Systems.

Sincerely,

Susan F. Ford
University Director
Graduate Admission

Student ID #: U01937679

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

160119733053 247

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

Private & Confidential

29 April 2023

Surya Kanchiraju

Dear Surya,

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

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

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

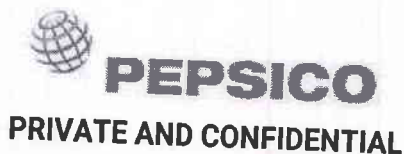
The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 309,525.16** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within

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CSE-1

54



January 18, 2023

N.N.S.C Tagore
Flat no 101,Udaya's Abhi Residency,Gautami Enclave,KondapurHyderabad,
Telangana 500084
India

Dear N.N.S.C Tagore,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad -IND**. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP
(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786
Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000



PEPSICO

PRIVATE AND CONFIDENTIAL

January 18, 2023

N.N.S.C Tagore
Flat no 101,Udaya's Abhi Residency,Gautami Enclave,KondapurHyderabad,
Telangana 500084
India

Dear N.N.S.C,

We are pleased to confirm our offer to join "**PepsiCo Global Business Services India LLP**" ("The Organization") as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day's of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is **INR 985,817.00** per annum. This includes statutory retivals. The Target Variable pay offered to you is **INR 91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization's annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed

from your Start Date to your termination date and the denominator of which will be 12 (such amount, the "Earned sign-on cash bonus"), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days' notice in writing ("Notice Period"). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or 'Basic Pay' in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

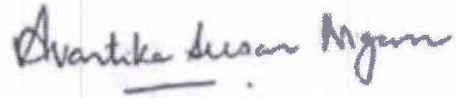
13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,



Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000



PEPSICO
PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: N.N.S.C Tagore
External Title – Function: Graduate Engineering Trainee-IT
DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000



P. Thandava Krishna

160119733055

CSE-1

Mob: 9381797588

Letter of Offer

19th November 2022
Hyderabad

Dear Mr. P Thandava Krishna,

Welcome to Brane Enterprises Private Limited (hereinafter interchangeably used as "Brane" or "Organization")!

We are delighted to extend this offer of employment to you for the position of "Associate Solution Leader".

We request you to read this Offer letter and return the enclosed duplicate copy or scanned copy by email in as an **acknowledgement of receipt of it and acceptance of the same on or before 20th November 2022**, failing which this Offer stands cancelled and withdrawn. Brane reserves the right to revoke, withdraw or modify this Offer letter at any time in its sole discretion. Your date of joining should be on or before **1st July 2023** failing which this Offer stands terminated.

Further, on joining Brane, you will be issued an Appointment Letter containing the terms and conditions of your employment with Brane and access to the Organizational policies and guidelines.

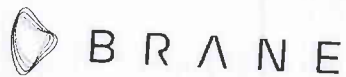
You will be working from the Hyderabad office location. However, you may be transferred to other office locations of Brane (or) to its affiliates or subsidiaries, either in India or abroad, as decided by Brane in its sole discretion. Your total C.T.C will be **Rs. 10,00,000/-** and the monthly emoluments before deductions will be **Rs. 79,930/-**. The detailed break up of emoluments and operational details are provided under Annexure-A.

In view of the Organizational needs or corporate restructuring or business considerations, your employment or services can be transferred or assigned by Brane to any of its subsidiaries, affiliate(s), joint venture or group companies as may be deemed fit and proper by Brane. If after issuing this Offer letter, there is any change in the Organizational or corporate set up of Brane, and if it is decided by Brane, then Your Appointment Letter may be issued in the name of any other group Company of Brane referencing this Offer and it shall not be any surprise for you.

The role, in which you join us, is a very important one which will entail dealing with confidential and sensitive data, information and records of the Organization. You will, therefore, be required to sign a "Code of Conduct, Non-Conflict and Confidentiality Agreement" of our Organization at the time of your joining the Organization. As part of your undertaking for the non-compete provision, you shall not take up any work or employment with the competitors of Brane for a period of two(2) years post expiry or earlier termination of your employment with Brane and also as part of your undertaking for non-solicitation provision you shall not solicit or offer employment either directly or indirectly to employees of Brane with any third party or under you for a period of eighteen(18) months post expiry or termination of your employment with Brane. This job requires your fulltime

Brane Enterprises Private Limited

Floor No. 3 & 4, Building No. 3A, Raheja Mindspace IT Park, Survey No. 64, TSIC, Madhapur, Serilingampally, Mandal,
Hyderabad- 500081 | CIN: U72900TG2020PTC141392 | Mail: contact@braneenterprises.com | Phone: +91 40 68268700



commitment and during your tenure of employment with us, you are not permitted to take up or participate in any other part time or full-time jobs or assignments or employment.

You shall abide by the rules and regulations, policies of the Organization as may be in force from time to time and if there is any breach or violation of them, it may result in disciplinary and legal actions.

You will be on probation for a period of six (6) months starting from Your joining date with Brane. At the end of the probation period, your performance will be tested and subject to finding it satisfactory, Brane may in its sole discretion confirm Your employment service with it. If you do not pass the test of confirmation, at the discretion of Brane, your probationary period may be extended for an additional time period. You shall be deemed to be on probation until and unless your services are confirmed in writing by Brane. In the event you do not pass the test of confirmation or your conduct and performance are found unsatisfactory either during initial probationary period or during extended probation period your services are liable to be terminated without any notice. Confirmation of Your services with Brane are not automatic and is not a matter of right for you.

Your employment with the Organization can be terminated by either party:

- a) during probation, you may terminate by giving sixty (60) days prior written notice. Company may end your probation and consequently terminate your employment forthwith (or) by giving fifteen (15) days prior written notice.
- b) after confirmation of employment, you may choose to terminate your employment by giving sixty (60) days prior written notice informing Your intent to terminate. Brane may terminate your employment forthwith (or) terminate by giving one (1) month notice (or) by paying one (1) month gross salary in lieu thereof.
- c) Notwithstanding anything contained either in Offer letter or Appointment Letter, Brane reserves its right to terminate forthwith your probation or employment without any notice or without assigning any reasons if in its opinion your probation or continuing you in employment with it is not conducive or is detrimental to the good will or business interests of Brane.

For the purposes of the applicable data protection laws, you agree that personal data or information (including sensitive personal data or information) relating to you which has been or is in the future obtained by Brane may be held and processed by Brane or any of its group company either by computer or manually for all purposes relating to the performance of your contract of employment and for Brane's legitimate business needs and legal obligations including, but not limited to the following:

- i) Administering and maintaining Brane's personnel records.
- ii) Paying and reviewing salary and other remuneration and benefits.
- iii) Providing and administering benefits (including pension) and private medical health insurance (if any applicable).
- iv) Undertaking performance appraisals and reviews and setting performance targets.
- v) Maintaining sickness and other absence records.
- vi) Taking decisions as to your fitness for work.
- vii) Providing references and information to future employers, and if necessary, governmental, and quasi-governmental bodies for social security, income tax, customs and other statutory or legal purposes.

Brane Enterprises Private Limited

Floor No. 3 & 4, Building No. 3A, Raheja Mindspace IT Park, Survey No. 64, TSIC, Madhapur, Serilingampally, Mandal,
Hyderabad- 500081 | CIN: U72900TG2020PTC141392 | Mail: contact@braneenterprises.com | Phone: +91 40 68268700



- viii) Providing information to future purchasers of Brane or of the business in which you work; and
- ix) Transferring information concerning you to a country or territory outside India. You agree and consent that any personal data to which you have access in the course of your employment with Brane shall treat strictly in accordance with Brane policies and procedures and you shall not use any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

This Offer is based on the information furnished in your application for employment and during the interviews you had with us. This Offer of employment is subject to the positive feedback with respect to Background Verification in relation to the credentials submitted by You and also is subject to You being found mentally and medically fit at the time of joining and at all times of your employment with Brane. Background verification will be done at any time during your tenure with Brane.

Notwithstanding any other terms and conditions stipulated herein at any stage during the tenure of your employment with us if it is found that any particulars or details furnished by you are incorrect and / or this Offer letter or Appointment Letter has been obtained by misrepresentation of facts, the Organization shall reserve the right to take necessary legal action in addition to termination of your employment forthwith without any notice..

If you have any queries regarding the Offer feel free to clarify your doubts with leadership@nslhub.com. You shall get in touch with the Hiring Team regarding completing your joining formalities.

We look forward to your joining in our team.

We take this opportunity to welcome you into the family of Brane Enterprises and look forward to your contribution to the growth of the Organization and yourself.

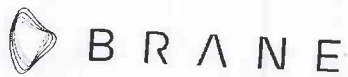
Thanking you,

for Brane Enterprises Private Limited

Raghava Avvari
HR Head

Brane Enterprises Private Limited

Floor No. 3 & 4, Building No. 3A, Raheja Mindspace IT Park, Survey No. 64, TSIC, Madhapur, Serilingampally, Mandal,
Hyderabad- 500081 | CIN: U72900TG2020PTC141392 | Mail: contact@braneenterprises.com | Phone: +91 40 68268700



ANNEXURE-I

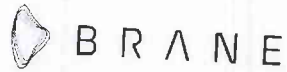
1. Working hours and Work Timings:

The general work timings for the office are from 9:15am to 6:45pm, within which the leaders are expected to work diligently for 9 hours. The punch in and punch out timings are taken from the biometric device affixed at the entrance of each premise. The organization shall observe a 5-day week from Monday to Friday.

2. Leaves: You shall be eligible for a total of 21 days leaves in a calendar year. The leaves shall accrue on a monthly basis.

3. Background Verification:

All leaders will be deemed to have been appointed based on representations made and facts disclosed at the time of employment. BRANE has the right to conduct background verification anytime during the leader's employment with the organization. A leader is liable for appropriate action in case of any discrepancy between the claims made by the leader at the time of employment and the facts discovered thereafter.



CTC Per Annum		
Monthly CTC		10,00,000
		83,333

Annexure - A

Name: P Thandava Krishna	DOJ: 1st July 2023	
Role: Associate Solution Leader		
Location: Hyderabad		
A) Monthly Salary Components	INR P.M.	INR P.A.
Basic		
House Rent Allowance	33,333	3,99,996
LTA	13,333	1,59,996
Telephone Allowance	3,330	39,965
Special Allowance Per Month	1,000	12,000
Monthly emoluments before deductions: (A)	28,934	3,47,203
	79,930	9,59,160
B) Long term Benefits		
Provident Fund (Employer Contribution)		
Gratuity	1,800	21,600
Total(B)	1,603	19,240
	3,403	40,840
COST TO ORGANIZATION (A+B)		10,00,000

*Provident Fund(Employee Contribution) will be deducted from Monthly Gross Salary.

* Income Tax & Professional Tax will be deducted as per the Act.

For Brane Enterprises Private Limited

Authorized Signatory

Accepted

Name & Signature:

Date:

Uday Kiran Reddy

160119733056

CSE-1

9550251473

Apollo

24|7

18-Apr-2023

Mr. Uday Kiran Reddy Nallagandla
2-97/2, Village Road, Isnapur, Medak, Telangana - 502307.

Dear Uday,

"Welcome to the Apollo Family"

Reference your application and the subsequent discussions you had with us, we are happy to inform you that we are offering you the position of "Software Engineer" at Apollo HealthCo Limited (Apollo24|7) on the following terms.

1. Placement: Initially you will be posted at "Apollo HealthCo Limited" - Hyderabad, however during employment with the company, you will be posted/transferred to any location at the sole discretion of the management.
2. Reporting: You will be reporting to Team Lead/HOD - Apollo HealthCo Limited.
3. Remuneration: You will be paid a compensation of Rs. 20,00,000 (Rupees Twenty Lac(s) Only) per annum as Cost to company.
4. You will be required to join on or before 04-Oct-2023 (This offer will lapse in case you do not report duty on the said date).

You are requested to submit the following certificates (original as well as photocopy) on acceptance of the offer; originals will be returned after verification. These certificates have to be produced on any working day prior to 7 working days of your joining.

- Certificates of Educational Qualification (10th to highest degree of qualification)
- Service Certificates of Previous & Current Employment
- Aadhaar Card, PAN Card, Passport or any other Residential Address Proof
- 2 Reference Letters.
- 4 Passport Size Photographs

This employment is subject to you being found medically fit, in this regards, you are required to undergo a pre - employment medical examination at our hospital on any working day before your joining date. On confirmation of your medical fitness along with your credential and employment verification reports, you will be issued an Appointment Letter with terms and conditions.

On completion of the Pre - employment medical examination, if you fail to report to duty or leave the organization within 3 months from the Date of Joining, you are required to refund the actual cost of the pre-employment medical examination.

Kindly acknowledge this letter as a token of acceptance of this offer.

With best wishes,

Benny Veliath
Lead- Human Resources

#ExpertiselsForEveryone
APOLLO HEALTHCO LIMITED

Registered Address: 19, Bishop Gardens, R A Puram, Chennai, Tamil Nadu - 600028
Address: 1st Floor, N Heights, Plot No. 38, Phase-2, Hitech City, Madhapur, Serilingampally,
Rangareddy, Hyderabad-500081

CIN: U85110TN2020PLC135839
Telephone: 040 - 42004300

160119733059
CSE 1

Barclays Global Service Centre Private Limited
 DLF IT Park, Level 8, Building 9A and B
 Nandambakkam Post, Ramapuram,
 Mount Poonamallee Road, Manapakkam, Chennai
 Tamil Nadu
 600089
 India
 Phone: +91 2261752000

28 April 2023

Vikram Sabavath
 13-129/4/B/2/A Srinagar Colony,
 Farooq Nagar
 Rangareddy
 509216

Dear Vikram,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas

Sarada Srinivas
 Head - HR Operations and Payroll

M. Varun
16019733057
CSE I
9908944650

ORACLE

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

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

Private & Confidential

23 May 2023

Varun Maddi

Dear Varun,

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

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

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

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

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 309,525.16** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within

the parameters of the Relocation Policy.

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

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

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

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

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

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

On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Anil Kumar Omkar (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

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

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



Srihari Beldona
Group Vice President - Human Resources

OFFER LETTER ACCEPTANCE:

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An Employment Agreement which, together with this offer letter, will constitute my formal contract of employment; and
- A separate Proprietary Information Agreement.

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.

ORACLE

The future starts now

Restricted Stock Grant Addendum

23 May 2023

Dear Varun,

After you begin employment with Oracle, a request for approval will be submitted to the Board of Directors of Oracle Corporation submitted to grant you restricted stock units (RSUs) of Oracle Corporation common stock pursuant to the Oracle Corporation 2020 Equity Incentive Plan (the "Plan"), the number of which shall be calculated as follows:

Every year
\$5000

\$20,000.00 USD divided by the closing sale price of one share of Oracle Corporation common stock as reported on the New York Stock Exchange on the RSU grant date, rounded up to the nearest whole share.

If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.

IMPORTANT | JPMorgan Chase & Co. | SEP Full-time Class of 2023 | Code for Good Selects - CBIT

4 messages

India Campus SEP Recruitment <india.campus.sep.recruitment@jpmchase.com>

Mon, Jul 18, 2022 at 7:02 PM

To: "placements@cbit.ac.in" <placements@cbit.ac.in>

Cc: "Nandan Wahi, Priyanka" <priyanka.nandanwahi@jpmchase.com>, "K, Karthik S" <karthik.s.k@jpmchase.com>, "Aind, Namrata" <namrata.aind@jpmchase.com>, "B N, Sunaina" <sunaina.bn@jpmchase.com>

Hello,

We would like to thank you for your continued support to JP Morgan Chase & Co.

As you may know, the selection process is extremely competitive. We were fortunate to evaluate a talented pool of candidates this year and the below students truly stood out as exceptional. We were very impressed by their talent, performance and qualifications. Based on their performance during the Code for Good event, I am delighted to let you know that they will soon receive a written offer to join the Firm for the Software Engineer Program Class of 2023.

In this position, they will have the opportunity to work with a talented, collaborative team who is committed to doing the best for their clients. They will be joining a firm that is committed to the continued growth of its employees through robust training and development programs. We look forward to their continued leadership and drive if they successfully complete the preemployment screening and decide to join the Firm.

Candidate First Name	Candidate Last Name	Candidate Email Address	College
Aashritha	Rayala	aashritha.rayala99@gmail.com	Chaitanya Bharathi Institute Of Technology
Balu	Chander	baludeshamoni@gmail.com	Chaitanya Bharathi Institute Of Technology
Afrah	Minhaj	afrahminhaj65219@gmail.com	Chaitanya Bharathi Institute Of Technology
Eravelli	Srividya	eravellisrividya@gmail.com	Chaitanya Bharathi Institute Of Technology
Varsha	Gajula	gajularvarsha359@gmail.com	Chaitanya Bharathi Institute Of Technology
Harshitha	Chinthareddy	chinthareddyharshitha@gmail.com	Chaitanya Bharathi Institute Of Technology
Anirudh	Detha	dethaanirudh01@gmail.com	Chaitanya Bharathi Institute Of Technology
D	Venkata Sai Durgesh Reddy	deverapallydurgesh@gmail.com	Chaitanya Bharathi Institute Of Technology
Akshitha	Singireddy	akshitha1302@gmail.com	Chaitanya Bharathi Institute Of Technology
Nanditha	Velagandula	nandithavelagandula3@gmail.com	Chaitanya Bharathi Institute Of Technology
Tejaswee	Vavaladas	tej9honey@gmail.com	Chaitanya Bharathi Institute Of Technology
THARUN	CHALLABOTLA	tharunreddy0921@gmail.com	Chaitanya Bharathi Institute Of Technology
Srija	Nayakam	nayakamsrija@gmail.com	Chaitanya Bharathi Institute Of Technology
Varsha	Miryala	ugs19021_cse.varsha@cbit.org.in	Chaitanya Bharathi Institute Of Technology

RE: CBIT I List of Final Selects

2 messages

campusrecruitmentmailbox-india@barclays.com <campusrecruitmentmailbox-india@barclays.com>

Mon, Aug 22, 2022 at 6:49 PM

To: placements@cbit.ac.in

Cc: ugs19035_it.hanoch@cbit.ac.in, swapna.varun@barclays.com, aditi.sakhare@barclays.com, isaac.s@barclays.com

Dear Placement Team,

We are pleased to inform that the following candidates have been shortlisted as final selects for Barclays after the interview process.

Please Acknowledge and confirm their acceptances at the earliest.

S. No	Name	Gender	Stream
1	Akanksha Kasturi	Female	Computer Science
2	Akshitha Jillella	Female	Computer Science
3	Ashritha	Female	Information Technology
4	Bhavana Balimidi	Female	Computer Science and Engineering
5	C T Richa Bhavani	Female	Information Technology
6	Dasari sai nishitha	Female	Computer Science
7	Dineesha Peddineni	Female	Information Technology
8	Doosa Sharan Prabhath	Male	Information Technology
9	Gayathri Vavilala	Female	Information Technology
10	Hari Priya Kusuma	Female	Information Technology
11	Juwairiyah	Female	computer science and engineering
12	Kavya Shri Vayyala	Female	CSE
13	Kiran Nagarapu	Male	Information Technology
14	Komma Shashank	Male	Computer Science
15	Laudia Jahnvi chavan	Female	Information Technology

16	Maitreyi Vankayala	Female	Computer Science
17	Manasa Choudavarapu	Female	Information Technology
18	Meghana Ponna	Female	Computer Science
19	Mohammed Zubair	Male	Computer Science and Engineering
20	Niharika A	Female	Information technology
21	Pruthvi Nag Gattu	Male	Computer Science
22	Rayilla Tarun	Male	Computer Science and Engineering
23	Rohith Burra	Male	Information Technology
24	Sai Krishna Chava	Male	Information Technology
25	Sai Ruthvik	Male	Computer Science
26	Sangeetha Chetharasi	Female	Information Technology
27	Snigdha Reddy Sathineni	Female	Computer Science
28	Sowmya Devineni	Female	Information Technology
29	Sravan Kumar Mustyala	Male	Computer Science
30	Sreya	Female	Information Technology
31	Sumadhura Gaddam	Female	IT
32	Swathi Jaishetty	Female	Information Technology
33	Thoom Manjunath Sai Vamshi	Male	Information Technology
34	Vaishali Kamble	Female	computer science and engineering
35	Vikram Sabavath	Male	Computer Science

Regards,

India Campus Hiring

Respect | Integrity | Service | Excellence | Stewardship

Creating opportunities to rise

Please consider the environment before printing this email



Offer for Employment

Date: 29-05-2023

To,
Mr/Ms. Vinay Kasala

Dear Vinay,


Sub: Letter of Offer for Employment

We are pleased to make you an offer as SDE - I in our organization, Darwinbox Digital Solutions Private Limited (a private limited company incorporated as per Company's Act, 2013 with CIN:U74900TG2015PTC101793) with effect from 30-05-2023 and Hyderabad, Telangana, India as work location.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B as well as Annexure C: PROPRIETARY INFORMATION AND INTELLECTUAL PROPERTY ASSIGNMENT AGREEMENT. Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as proof of the above we retain the right to review our offer of employment. Employment as per this offer is subject to your being medically fit.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
For Darwinbox Digital Solutions Private Limited


Chaitanya Peddi
Director.

With the signature below, I accept this offer for employment.

Name: Vinay Kasala

Date:

K. Vinay
CSE 1

160119733 060

9390149912



Annexure A - Compensation:

You will be paid total compensation of Rs. 16,30,000 per annum as detailed below.

Component	Value
Basic Pay	4,00,000
House Rent Allowance	1,60,000
Leave and Travel Allowance	33,3333
Special Allowances	1,85,067
Employer Provident Fund	21,600
Total Fixed Salary	8,00,000
Maximum Performance Bonus	2,40,000
Employee Retention Pay (ERP) - 1 st Year	2,50,000
Employee Retention Pay (ERP) - 2 nd Year	2,50,000
Employee Relocation Allowance	80,000
Employee Insurance	10,000
Total CTC	16,30,000



Performance Variable Pay:

Rating	Pay-out (For 12-month period)
1 - Distinctive	30% of total fixed salary
2 - Outperforms	20% of total fixed salary
3 - Consistently Performs	10% of total fixed salary
4 - Needs Improvement	NA

The performance and retention bonuses are paid yearly. The retention bonus is subject to recovery if the employee fails to serve the company for a period of 12 months from the date of payment.

The relocation allowance is applicable only if an employee is relocating to their office city from a different location.

Annexure B:

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars to ensure correspondence at any point throughout your employment and after separation. You would also let us know the name and address of your legal heir/nominee.

2. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position and location, the company reserves the right to send you on deputation/transfer/assignment to any position at any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

3. Probation:

The company follows a policy of a 6-month probation period. The company shall have the opportunity to assess the suitability of the employee's performance and conduct (in the probation period). During the probation period, either party can terminate the agreement by giving one month's notice.

4. Performance Reviews and Appraisal:

The Company follows a policy of annual performance reviews. You will be eligible for performance-based incentives on the basis of your performance.



The Company also has a policy of annual salary appraisal based on performance.

5. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other processes/method likely to result in the more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time thereafter divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

7. Restrain:

I. Access to Information:

Information is available on a need-to-know basis for specific groups and the information is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company. You are bound to inform any access that you continue having to the company's information post your separation from the company that included but is not limited to client data, access to all internal and external portals that are provided to facilitate your work and employment during your tenure at Darwinbox.

II. Restriction on Personal Use:

Use of company resources for personal use is strictly restricted. This includes the usage of computer resources, information, internet service, and working time of the company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of company information for personal use will result in immediate termination of employment without notice and/or legal action for a misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to the computer system, disabling all working stations, floppy disk drives and company-wide awareness about the need for protection of intellectual property and sensitive customer information.

9. Termination of Service:

- I. You can terminate this employment by serving a notice of two months. It is the company's sole discretion to waive off the notice period with the option to buy out the notice period. In case notice period buyout is agreed by the company in lieu of shortfall of serving notice period, the employee is bound to pay an amount equivalent to the Basic Salary for the days there is a shortfall of serving the notice period.
- II. The company can terminate employment at any time by giving a notice of two months. However, in cases where employee performance does not meet expectations, the employee will be put through a performance improvement plan as per the prevailing policy. In case there is no progress at the end of the plan, the employment will be terminated immediately without any notice of termination or notice pay.
- III. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on employment. In such a case, your employment shall automatically come to an end without any notice of termination or notice pay. The company also holds the right to go for any penal actions against the employee.
- IV. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non-conformance of a contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein, the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

10. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency in technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In the case at a later date, any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matters including those not specifically covered here such as travelling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

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Bulusu Abhignya



Celigo India (P) Limited
 Unit # 05-01, 5th Floor, Block 1, Cyberpearl,
 Madhapur, Hyderabad - 500081
 Phone: +91 87908 94433
www.celigo.com
 CIN: U72200TG2012FTC081170

August 19, 2022

Abhignya Bulusu
 Celigo Office
 Hyderabad

Dear Abhignya Bulusu,

Further to your application and subsequent interviews, we are pleased to offer you an appointment in our organization. The terms of your employment with Celigo India Private Limited are set out herein below.

Your employment is subject to an internship period of 6 (six) months:

Position: Engineering Intern
Date of Joining: January 02, 2023
Completion Date: June 30, 2023
Compensation: Stipend of Rs.30,000/- (Rupees Thirty thousand only) per month.
Place of Work: Hyderabad, India.
Employment Type: Internship.

Leave:

You are entitled to

- 6 days of paid Personal Time Off.
- 6 days of paid Sick Time Off.
- 4 days of paid Wellness Time Off.
- 15 days of paid Bereavement Time Off.

The leave entitlement in each calendar year is computed on a prorated basis, based on your date of joining.

The availing of all the categories of leaves will be subject to Manager and HR approval. Employees are not permitted to use PTO during their notice period.

However, this period can be cut short or extended based on the individual's performance and at the sole discretion of the management. Based on your performance you can be converted into a full-time employee.



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- **Work From Home Expense** is one-time payable in the subsequent payroll subject to submission of expense vouchers (in the name of employee only)

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

1. **Medical Insurance:** Group Medical Coverage for family (includes Self + Spouse + 2 Children + 2 Dependent Parents) entitled to a maximum cover of Rs.500,000 P.A. The dependents are declared at the time of joining and cannot be changed till the policy validity period.
2. **Broadband Reimbursement:** Payable monthly upto a maximum of INR 1,000/- until the physical location of the office re-opens subject to submission of expense vouchers (in the name of employee only).
3. **Gratuity:** Eligibility as per the Payment of Gratuity Act, 1972.

At Celigo India Private Limited our long term success depends on both the results we achieve and the way we make the results happen. We set high standards for our people, our service and our processes, personal integrity, and ethics in all our actions.

We make every effort to make Celigo India Private Limited an enriching and exciting place to work in, and also hope that this association would be a long-lasting one, providing immense value to you and to the organization.

We feel that you will make an invaluable addition to the team and it is with great enthusiasm that we extend this offer of employment to you.

By choosing to accept this job offer, you also acknowledge to comply with the terms and existing policies which can be modified from time to time, if need arises. We hereby request you to confirm your acceptance by signing a copy of this offer letter and sending it across to us within 3 days from the date of offer release, failing which the offer shall be deemed invalid.

For Celigo India Private Limited

Manisha Dash
 Director, Human Resources

AGREED, ACKNOWLEDGED AND ACCEPTED.



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- This 'offer letter' is an expression of interest by the Company to communicate our intention to enter into the contract of employment with you, it is not to be considered as a contract in itself until completion of formal onboarding process on the mentioned joining date. In the interim, Company management reserves the right to withdraw the offer owing to business priorities without assigning any reason.

Terms and Conditions

The details of which are strictly confidential and not to be shared with anyone.

- Annual Remuneration Package:** Your gross annual salary is fixed at **INR.12,00,000/- (Rupees Twelve Lakhs)** per annum. Your salary is confidential information and should not be discussed with other employees of Celigo India Private Limited. Discussing your salary information with other employees shall become a reason for termination of employment without compensation.

The details of your remuneration and benefits structure are outlined in the enclosed **Annexure I**.

Your remuneration and/or any paid bonus and/or commission is subject to taxation imposed under Government of India taxation law. The bonus and/or commission in a particular year is not fixed and the Company management reserves the right to declare the same or not.

Your remuneration will be reviewed on an annual basis in accordance with the remuneration policy of the Company.

- Probation:** You will be required to serve a probation period of three (3) months from the date of joining. The Company management reserves the right to extend the period of probation, or terminate the employment, if deemed necessary with a notice of seven (7) days without incurring any other obligation or liability towards the termination. Unless stated otherwise, there will not be any change in your employment terms on confirmation.

- Hours of Work:** You will be required to work from Monday to Friday. The standard working hours shall be communicated to you as per the Company policy applicable to the area of function subjected to Company requirements and completion of duties by you. You may be required to work overtime (on weekdays, weekends or public holidays) from time to time based on the business requirements or as your manager may reasonably require of you. However, the maximum number of working hours per week shall not exceed the limits under the provisions of the applicable law.

- Leave:** You are entitled to
 - 18 days of paid Personal Time Off. Upto 9 leaves in a calendar year are carried over to the following year and the remaining leaves are encashed during the first payroll of the following year.
 - 6 days of paid Sick Time Off.
 - 4 days of paid Wellness Time Off.
 - 15 days of paid Bereavement Time Off.
 - 6-weeks of paid Parental Time Off.
 - 26-weeks of paid Maternity Time Off.
 - 30 days of non-paid Sabbatical Time Off allowing employees to pursue health treatments, travel / voluntary (or) community work / higher studies / more time with family.

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AFRAH MINHA

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.

Jamie

APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2023, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

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

A2. Employment Commencement Date

Your employment is expected to commence on 01-Jun-2023. We will confirm any change to this date to you in writing in advance.

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

A3. Working Hours / Place of Work

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

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

A4. Remuneration

Your total fixed pay will be INR 13,00,000 per annum and comprises the following components:
Rupees p.a.

1. Basic Salary	3,90,000
2. Leave Travel Assistance	40,000
3. House Rent Allowance	1,95,000
4. Provident Fund	46,800
5. Special Allowance	6,28,200
A. Total Fixed Pay	13,00,000

Special Cash Award

As soon as administratively practical and typically within 60 days from your start date, we will pay you a one-time sign-on award of INR 1,50,000, less applicable taxes and deductions.

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

APPENDIX B – GENERAL EMPLOYMENT TERMS AND CONDITIONS

B1. Employment

B1.1 Your employment is subject to:

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

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

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

B1.4 Your retirement age will be as per Company's policy and subject to satisfactory completion of your probation period and provided that your employment is not terminated.

B2. Remuneration

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

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

B2.3 Any payment of salary or bonus by, or other sum due to you from the Company shall be subject to any

- iii) disobey the Company's lawful and reasonable instructions/requirements;
- iv) habitually neglect your duties; or
- v) otherwise commit a material or repeated breach of your employment terms or any of the Company's or Group's policies.

B4.2 During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:

- (a) suspend you from the performance of any duties or assign you alternative duties;
- (b) exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
- (c) require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
- (d) require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
- (e) remove your access to the Company premises and computer systems;
- (f) require that you return any property belonging to the Company under paragraph 7 in this Appendix; or
- (g) require you not to do any act or thing, or make or cause to be made, any statement reasonably likely to damage the business or reputation of the Company or the Group.

B4.3 If paragraph 5 of Appendix A states that your employment is subject to probation, your probation period will be the first 3 months of employment, which you agree is reasonable, and fair, in light of the responsibilities of the role.

B4.4 At its sole discretion, the Company may notify you of an extension to your probationary period.

B4.5 All your duties (whether express or implied) under your employment and this letter, including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information shall continue throughout the Notice Period including any period that you are on garden leave.

B4.6 During any Notice Period:

- a) you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
- b) you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and to advise on matters relating to work.
- c) you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or operations of the J.P.Morgan.

B5. Leave

Company or required by law.

B7. Return of Company Property

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

B8. Post Employment Restrictions

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

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

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

B8.4 In this paragraph B8:

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

consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

B9. Code of Conduct and Staff Regulations and Affirmation

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

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

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

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

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

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

B10. Working Hours

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

B11. Retirement Benefits

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

B12. Miscellaneous

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

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

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:

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.

APPENDIX D – SPECIFIC CONSENTS

You are required to provide specific consents in accordance with the applicable laws, details of which are provided in Annexure 1 and 2 respectively. It is essential that you carefully read/understand and specifically agree to the same.

Annexure – 1

Please read the following statements carefully. The term "J.P. Morgan" as used in these statements, refers to and is defined as including, either jointly or individually, J.P. Morgan Chase & Co., and/or any of its subsidiaries and affiliates and related body corporates (as defined in the Corporations Act, 2001 (Cwlth)), and/or their respective officers, agents, or employees.

Verification: The information I have provided in this Statement of Information is accurate to the best of my knowledge and subject to verification. I understand that any untrue statement or misrepresentation of fact in any of these statements to any extent, at J.P. Morgan sole discretion, may be grounds for terminating my employment with J.P. Morgan with immediate effect in accordance with the terms and conditions set out in J. P. Morgan Offer Letter.

Security Procedures: At all times during the performance of services for J.P. Morgan, I shall abide by all applicable J.P. Morgan security standards, guidelines and procedures, including, where applicable, those set forth in J.P. Morgan Data Security Policies and Standards Manual and Technical Users: Security Policies and Standards Manual.

Ownership of Intellectual Property: I hereby agree that J.P. Morgan shall have ownership of the entire rights, title and interest in all inventions, original works of authorship, developments, improvements, technical or other contributions, including computer software and trade secrets, and other works which I make, conceive, create or write, alone or jointly with others, during the course of and within the scope of my employment with J.P. Morgan or within six months after termination of such employment if the same is related to the course of my employment ("Developments"). In connection therewith, I hereby assign to J.P. Morgan, all rights, title and interest in and to the Developments to which I am or may at any time after the date of my employment be

or damage resulting from submission or publication of the Material.

I, for myself and anyone entitled to act on my behalf, waive and release, to the maximum extent permitted by law, J.P. Morgan from any claims or liabilities of any kind arising in connection with the Material or the use thereof even though that liability may arise out of negligence or carelessness of any such party. This Agreement and Release Form may be asserted as a full and complete defense to, and may be used as the basis for an injunction against any claims, action or lawsuit alleged or brought by me against J.P. Morgan. The rights granted herein shall be binding upon my estate, heirs and assigns.

This Agreement and Release is deemed to be made under and shall be construed according to the laws of India and subject to the exclusive jurisdiction of Mumbai Courts. J.P. Morgan – Pre Employment Screening

Confidentiality of Information: I agree that I shall hold on trust for J.P. Morgan Chase & Co, including its subsidiaries and affiliates (respectively or jointly) (JP Morgan) and shall not use, except for the purposes of the performance of my duties during my employment with J.P. Morgan, or disclose to any other party any Confidential Information (as such term is hereinafter defined) which may be disclosed to or created by me in connection with the course of my employment with J.P. Morgan. As used herein, the term "Confidential Information" means any information which relates to confidential, proprietary and/or trade secret information in oral, demonstrative, written, electronic, graphic or machine readable form contained in any documents, manuals, diskettes and other storage medium including but not limited to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions or security procedures, know-how, inventions, training methods or other information relating to the business and other operations of either J.P. Morgan, any affiliate of J.P. Morgan, or any client, customer or vendor of J.P. Morgan and all copies and reproductions thereof, whether or not owned or developed by J.P. Morgan, except such information which is in the public domain at the time of its disclosure to me or which subsequently enters the public domain other than as a result of a breach of duty on my part. I agree that, upon J.P. Morgan written demand for whatever reason, I shall immediately deliver to J.P. Morgan any and all notes, drawings, documents, manuals, diskettes and other m

copies or excerpts thereof and confirm to J.P. Morgan, in writing, the return or destruction of the same. I acknowledge that my right to retain and/or use the Confidential Information shall terminate forthwith upon J.P. Morgan written demand and I shall immediately cease to use the Confidential Information. The obligations imposed by this clause shall survive the term of my employment with J.P. Morgan with respect to the performance of services, or of my employment or assignment to render services in connection therewith. I understand and agree that any breach of these confidentiality obligations will cause J.P. Morgan irreparable damage and J.P. Morgan shall have the right to enforce the provisions of this paragraph by means of injunctive relief including specific performance.

Annexure-2

Consent for Use, Transfer and Verification of Personal Data

1. This consent is for collecting, using, holding, receiving, possessing, storing, dealing, transferring, disclosing or handling ("Use") your Personal Information (defined below) (including your Sensitive Personal Data or Information(defined below)) from you (collectively, "Personal Data") in connection and during your employment with J. P. Morgan Services India Private Limited ("Company")("Consent").
2. You understand and give consent that during the course of your employment, whether direct or indirect, the Company will U s e your Personal Data or any other related document/agreement for the purposes set out below or for any purpose ancillary or incidental thereto as may be relevant for the Company for its business purposes in the course of my employment ("Purpose"):
 - 2.1 personnel administration, including administration of certain employee benefits such as medical and

- (vi) Biometric information;
 - (vii) any detail relating to the above clauses as provided to the Company in relation to your employment or contractual relationship with the Company; and
 - (viii) any of the information received under above clauses by the Company for processing, stored or processed under lawful contract or otherwise.
3. You understand and give consent that your Personal Data collected by the Company will be handled in accordance with the reasonable security practices and policies and procedures of the Company and JPMorgan and that the procedures and policies may change from time to time and that it shall be your responsibility to keep myself updated on the same.
 4. You understand and give consent that the Personal Data collected from you by the Company may be transferred or disclosed by the Company, when such transfer or disclosure of Personal Data is necessary for the Purpose stated in Clause 2 above, to:
 - 4.1 any of its affiliates, subsidiaries, associate companies or branch in the JPMorgan group of companies ("JPMorgan"), whether in India or any other country;
 - 4.2 any agent, contractor, or third party service provider who provides administrative, telecommunications, computer or other services to JPMorgan in connection with the operation of its business;
 - 4.3 any other person under a duty of confidentiality to JPMorgan, which has undertaken to keep such information confidential, including clients of JPMorgan;
 - 4.4 any person seeking employee references;
 - 4.5 any actual or proposed purchaser of all or part of the business of JPMorgan or, in the case of any merger, acquisition or other public offering, the purchaser or subscriber for shares in any entity which is part of JPMorgan;
 - 4.6 third parties in the form of directories of names and office telephone numbers of key officers of JPMorgan for promotional and administrative purpose; and
 - 4.7 any statutory, regulatory, governmental authority, body or association and/or to other third parties where such disclosure is required by applicable law or regulation.
 5. You give consent to the Company, JPMorgan and any adviser, agent, contractor, service provider of JP Morgan or any persons or organizations acting on its behalf, to verify and process information and documentation presented by you or any other third party on your employment application/resume and relating to your engagement with JP Morgan (including Personal Data and complete details of your).
 6. You hereby grant authority for the bearer of this Consent, with immediate effect, to access or be provided with details of your previous employment records held by any company or business for whom you have previously worked.
 7. Upon a request made by you, you may review the Personal Data provided by you to the Company in order to ensure the authenticity of such Personal Data. In the event, any Personal Data provided by you to the Company is found to be inaccurate or deficient, you may request the Company to correct or amend the records as feasible and in accordance with the internal policies and process of the Company. It is your responsibility to keep the Company updated with regard to your Personal Data as and when there is a change in the information provided by you to the Company. The Company shall not be responsible for the

(7569307886)

160119733063

Ananya Vudumula

CSE -2

**ADP Private Limited**

Regd. Office: ADP Boulevard, Survey No. 88/AA and 88/E, Nanakramguda Village,
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Phone: +91 40 6757 0000
adp.com

Jun 7, 2023

Ms. Ananya Vudumula
Villa No: 40, Vessella Meadows, Opposite Taramati Baradari,
Ibrahimbagh, Hyderabad, Telangana 500031.

Dear Ananya,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP. Please find the offer details below:

Position: Member Technical

Grade: G2L1

Start Date: On or Before Jul 24, 2023

Compensation: Total CTC of INR 750,006.00 (Seven Lakh Fifty Thousands And Six Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.

Sign-On Bonus: You will be paid a one-time sign-on bonus of INR 50,000.00 (Fifty Thousands Only) if you join on or before Jul 24, 2023. In case you leave the organization, for any reason, within one year from the Start date you will have to refund this amount to the organization.

Probation & Notice Period: You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy & your employment with the Company is terminable by serving a notice of sixty days on either side. On successful completion of probation period, the notice period would be ninety days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non performance and elimination of the position per ADP's business needs.

Place of work: Your initial place of work will be Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

Satyanarayana Vinjamoori
(Vice President - HR)

The Square Survey No: 35,
Hissa No. 9+10+11+12,
Nagar Road, Wadgoansheri,
Pune, Maharashtra - 411014
Phone: +91 20 6757 5444

Cse-2 160119283065

ORACLE

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

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

Private & Confidential

11 April 2023

Bhavana Balimidi

Dear Bhavana,

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

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

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

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

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 309,525.16** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within

the parameters of the Relocation Policy.

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

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

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

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

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

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

On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Madhusudhana Rao Kondapalli (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

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

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



Srihari Beldona
Group Vice President - Human Resources

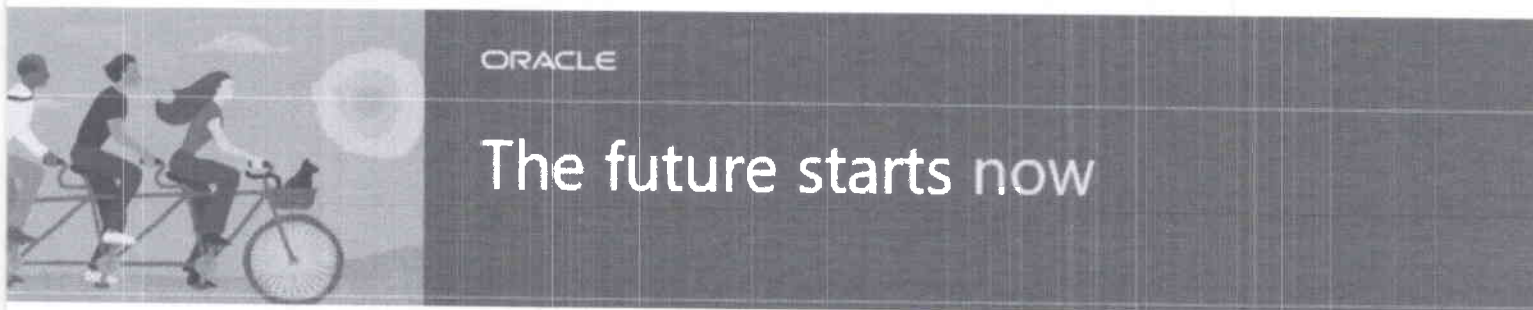
OFFER LETTER ACCEPTANCE:

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An Employment Agreement which, together with this offer letter, will constitute my formal contract of employment; and
- A separate Proprietary Information Agreement.

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.



Restricted Stock Grant Addendum

11 April 2023

Dear Bhavana,

After you begin employment with Oracle, a request for approval will be submitted to the Board of Directors of Oracle Corporation submitted to grant you restricted stock units (RSUs) of Oracle Corporation common stock pursuant to the Oracle Corporation 2020 Equity Incentive Plan (the "Plan"), the number of which shall be calculated as follows:

\$20,000.00 USD divided by the closing sale price of one share of Oracle Corporation common stock as reported on the New York Stock Exchange on the RSU grant date, rounded up to the nearest whole share.

If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.

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Chandana Samineni

CSE-2

9346316863



October 7, 2022

Dear Chandana Samineni,

Welcome to Providence Global Center ("PGC")! We are excited that you are joining our outstanding team of dedicated professionals who work together every day to bring our Health for a Better World vision to life. As a not-for-profit, Mission-driven organization, we continue our legacy of service that began in the western United States over 100 years ago. It is this commitment to our heritage, Mission and core values that sets us apart from other health care organizations. Thank you for contributing your talent and expertise to our continued growth and development.

It is my pleasure to confirm the following details of your employment offer, with a mutually agreed- upon joining date July 3, 2023. (Please contact us immediately if you require an alternative joining date). Please note in consonance to our discussion we have also outlined the external and internal job title that will be used accordingly during your tenure with the organization.

Please confirm your acceptance of this offer by communicating via email within 10 working days, failing which this offer for employment with us shall stand rescinded.

OFFER JOB DETAILS:

External (Business Card)Job Title:	Data Engineer
Internal (Address Book) Job Title:	Data Engineer
Location of employment	Hyderabad, Telangana
Department:	Information Services
Address and reporting time:	Providence Global Center LLP 8th Floor, Skyview 10 83/1, Raidurgam - Hitech City Rd Hyderabad, Telangana 500081 9:00am - Please note that it is important to be on time to complete the joining formalities
Duties	In return for the payments set forth in this letter, you agree to devote your full business time, best efforts, skill, knowledge, attention, and energies to the advancement of PGC's and its affiliates' business and interests and to the performance of your duties and responsibilities as an employee of PGC and not to engage in any other business activities without prior approval from PGC.
Compensation and Benefits	You will be entitled to receive compensation and benefits per the enclosed Remuneration schedule. Such compensation may be adjusted from time to time in accordance with normal business practice and in the sole discretion of PGC. Any benefit programs made available by PGC, and the rules, terms and conditions for participation in such benefit plans, may be changed by PGC at any time without advance notice. All compensation will be subject to any withholdings required by or elected by you in accordance with the laws of India.

Proprietary Information	You acknowledge that the nature of PGC's and its affiliates' business is such that protection of its proprietary and confidential information is critical to the survival and success of the business. You will be required to execute an INVENTION AND NON- DISCLOSURE AGREEMENT and if requested, a NON-COMPETITION AND NON-SOLICITATION AGREEMENT , to the satisfaction of PGC. The Agreement(s) will be shared upon joining and is/are a condition of your employment with PGC.
Information Required:	<p>Please bring the listed documents / details on your day of joining. You will not be permitted to join if you are unable to provide all the required documents.</p> <ul style="list-style-type: none"> • Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C) • Original Academic Certificates (all from 10 to Highest) • Original Resignation Letter with acknowledgement • Relieving letter from previous employer (Original) • Proof of compensation last drawn (3 Months - Original) • Two passport size photographs (Recent) • Passport • Aadhar Card • Copy of PAN Card • Universal Account Number • Other appropriate valid work permits

You will be required to provide the Aadhar Number on the day of onboarding and the same must be updated on PGC's HR Systems within 30 days of your onboarding. Please do ensure that the name listed with Aadhar is the same as the name given by you to PGC, and that appears on your PGC employment contract. If there is a mismatch, please have the mismatch rectified with Aadhaar authority (UIDAI) prior to onboarding.

This position is benefits eligible. Information about compensation and benefits is provided in the enclosed Remuneration schedule, with additional current benefits details outlined in the attached Health and Wellness addendum. Any benefit programs made available by PGC, and the rules, terms and conditions for participation in such benefit plans, may be changed by PGC at any time without advance notice.

JOINING AND RETENTION BONUSES:

The Company shall pay you a one-time joining bonus and retention bonus as detailed further. The INR 200,000.00 will be paid on the next feasible payroll following your date of employment ("Hire Date"). The INR 300,000.00 will be paid after completion of your first year with PGC. The INR 300,000.00 will be paid after completion of your second year with PGC. The INR 300,000.00 will be paid after completion of your third year with PGC. Terms and Conditions requiring your signature will be provided upon joining, which will include a repayment requirement if your employment terminates within 1 year of the payment.

OFFER CONTINGENCIES:

As with all offers, this job offer depends upon successful completion of all post-offer requirements and conditions including background checks prior to your first day of employment. Any delay in completing these post-offer requirements and conditions may impact your start date. Please note that PGC may share the results of your post-offer requirements results with its affiliates, partners and related entities. If your position requires licensure and/or certification through your state, professional organization, or as identified in your job description, it is your responsibility to renew those professional credentials before they expire and keep them in good standing. It is your responsibility to provide these documents to be verified prior to hire and each time they are renewed.

You will be on probation for a period of 90 days from the date of joining PGC. You will be considered confirmed in ongoing services after 90-days, based on your performance during the probationary period. Your probationary period may be extended by your supervisor, based on your performance. Your association and employment will be governed by the various associate-related policies and guidelines of PGC in addition to the core values of our organization cherished over the last many years and will be subject to the terms & conditions, mentioned in your assignment letter, which will be issued to you on your joining with PGC.

This offer is being made to you based on the information submitted/declared by you to PGC and consequently, if any

declaration given or information furnished by you to PGC proves to be false/forged or if you are found to have willfully suppressed any material information, you will be removed from services without notice or compensation. You represent that you are not bound by any employment contract, restrictive covenant or other restriction preventing (or that purports to prevent) you from entering into employment with or carrying out your responsibilities for PGC, or which is in any way inconsistent with the terms of this letter.

PGC expressly reserves the right to end your employment without 'Cause' with appropriate notice or by payment in lieu of notice period, which will be set forth in detail in the assignment letter on the day of joining. PGC may terminate your services immediately for 'Cause' or by such notice as it deems fit. You agree to not resign or otherwise terminate your employment with PGC without first giving PGC 60 days' written notice of the effective date of your last day of employment.

Other Important Terms: This offer letter is your formal offer of employment and supersedes any and all prior or contemporaneous agreements, discussions and understandings, whether written or oral, relating to the subject matter of this letter or your employment with PGC. This letter, and the legal relations between you and the Company, will be governed by and construed in accordance with the laws of India and the courts in Hyderabad, Telangana, India shall have jurisdiction with respect to any disputes arising out of, or in connection with, the terms of this letter. Congratulations on your new role and welcome to the PGC team! We are committed to providing a smooth transition as you begin your employment with us. Additional details will be outlined in your assignment letter on the day of joining, as well as in the PGC policies. Don't hesitate to contact me or your supervisor if you have any questions.

Sincerely,

Nagraj Shriyan

Nagraj Shriyan
Senior Director, Talent Acquisition

REMUNERATION (Cost to Company - CTC)

1.1 Remuneration

Upon joining the Organization, your total annual cost to company (CTC) for the year is INR 1,600,000.00. The break-up of the total annual CTC shall be as set out below. The CTC shall be prorated if for part of an applicable period.

1.2 CTC structure (all amounts in INR)

Components	Annual Offer
A. Basic salary	581,607.00
B. Flexible Benefit Plan (FBP)	639,767.00
C. HRA	232,643.00
Fixed Salary (A+B+C)	1,454,017.00
D. Company's contribution to PF	69,793.00
Fixed Base Salary (Ann Base+D)	1,523,810.00
E. Annual Target %	5.00
E. Annual Target Bonus	76,191.00
Fixed Base + Target Bonus (D+E)	1,600,000.00
Total Cost to Company	1,600,000.00
Total Cost to Company + Sign On	1,800,000.00
Add Ons	INR
Sign on Bonus	200,000.00
Retention Bonus Year one	300,000.00
Retention Bonus Year two	300,000.00
Retention Bonus Year three	300,000.00

*Please note that the payment of the annual target bonus is discretionary and is, amongst other conditions, subject to satisfactory organizational and individual performance, viable business case and applicable market conditions.

1.3 Benefits – please also find attached Health and Wellness Highlights for more details regarding specific programs. Additional information will be provided at joining.

a) Medical Insurance Coverage: Caregiver, Spouse/Partner, all dependent children up to 25 years of age, plus two dependent parents/in laws in any one set. The annual insured amount for the persons covered will be in accordance with PGC's policies applicable at the relevant time.

b) Personal Accident Insurance Coverage: Applies only to the caregiver and does not cover the caregiver's family. The insured amount will be in accordance with PGC's policies applicable at the relevant time.

c) Life Insurance Coverage: Applies only to the caregiver and does not cover the caregiver's family. The insured amount will be in accordance with 4 PGC's policies applicable at the relevant time.

d) Maternity Benefit and Crèche Facility: Where applicable, benefits will be as per the Maternity Benefits Act 1961 and PGC's Maternity Benefit Policy will be available to all female caregivers.

e) Gratuity: Where applicable, as required under the Payment of Gratuity Act, 1972.

1.3 Telephone Reimbursement: Reimbursement of expenses incurred on telephone and mobile can be claimed against valid original bills (i.e. original bills for the period you are in employment with the Organization issued in your name within the same financial year in which the claim is made). Maximum annual reimbursements will apply.

1.4 Meal Benefit: A meal subsidy to be provided with a daily allotment to all employees.

1.5 LTA (Leave Travel Allowance): Leave Travel Allowance will be payable as per PGC's policies applicable at the relevant time.

1.6 Organization's contribution towards Provident Fund (PF): The Provident Fund membership begins on the Employment Start Date, subject to the caregiver joining PGC. Unless otherwise permitted by law, the caregiver shall continue to be a member of the PF during the tenure of the caregiver with PGC.

1.7 Annual Leave Entitlement: Annual Leave Entitlement will be applicable as per PGC's policies applicable at the relevant time. Please refer to the Leave policy for details.

2. General Terms and Conditions for Remuneration and/or Benefits

The following are the general terms and conditions that apply to the Remuneration and Benefits:

2.1 Remuneration payable under the Employment Contract (including, its structure or components or any of the benefits) are subject to PGC's policies applicable at the relevant time(s). Any of these may from time to time be revised, modified or replaced by PGC.

2.2 Certain payments or benefits require that you must be in the employment of PGC at the time of payment. These will be either set out in this offer letter, assignment letter or as applicable under PGC's policies for such payments or benefits at the relevant time.

C. CHANDRIKA
160119733067

8897484753



Confidential- Chandrika C- Yuva Graduate Engineer Trainee- Information Technology- Corporate- Gachibowli

1 message

Subrina Jena <subrina.jena@hil.in>

Tue, May 2, 2023 at 2:54 PM

To: chinnachandrika03@gmail.com <chinnachandrika03@gmail.com>

Cc: Anandini Parimi <anandini.parimi@hil.in>, Dixon Jose <dixon.jose@hil.in>

Dear Ms. Chandrika C,

Welcome to HIL Limited!!

With reference to your interview and subsequent selection, We are pleased to offer you the position of Graduate Engineer Trainee in Information Technology department in the Corporate of HIL Limited.

You will be working as a Trainee for a period of 1 year from your DOJ with us.

Your place of posting would be at our corporate office in Gachibowli.

Would appreciate you join us on or before 19th June 2023.

Provided below is the CTC structure that we have discussed and agreed:

Kindly provide the acceptance of the offer & also confirm on the DOJ.

<u>HIL Limited</u>			
Name	Chandrika C		
Role	Yuva Graduate Engineer Trainee		
Designation & Grade	Trainee Assistant Manager & TC-2		
Department	Information Technology		
Location	Gachibowli		
ALLOWANCES AND BENEFITS			
COMPONENTS OF SALARY		Per Month	Per Annum
Basic Salary		15000	180000
Basket of Allowances		19978	239736
- House Rent Allowance (50% of basic)	This Basket of allowances can be distributed into various components as per the provisions of Income Tax	7500	90000
- Children Education Allowance (Standard)		200	2400
- Children Hostel Allowance(Standard)		600	7200
Books and periodicals (Standard)		1000	12000
- Leave Travel Allowance (1 month of basic)		1250	15000
Other allowances		9428	113136
GROSS SALARY (A)		34978	419736
RETIREMENT BENEFITS			

Provident Fund	<i>12% of Basic Salary per month with equal contribution by the Company</i>	1800	21600
Gratuity	<i>As per rules of the Company/Gratuity Act (4.81% of Basic)</i>	722	8658
TOTAL RETIRALS (B)		2522	30258
GROSS SALARY + RETIRALS (A+B)		37500	4,50,000
TOTAL ANNUAL SALARY (A+B+C)			450000
OTHER BENEFITS			
Group Mediclaim Insurance	<i>Sum insured is Rs. 2,00,000/- family floater which covers self, spouse, 2 children. Parents can be added on co-pay basis</i>		
Group Personal Accident Insurance	<i>Upto a max. of 40 times of your Basic Salary for Self Only.</i>		
Group Term Life Insurance	<i>Upto a max. of 40 times of your Basic Salary for Self Only.</i>		
<i>All the above benefits are as per Company's Policies which are subject to change from time to time. All are subject to income tax deductions, to be made, if any.</i>			

Thanks & Regards
Subrina Jena

Kanaparthi Deevana
Mridhula

160119733068

CSE-2.



Ford Motor Private Limited

3 July 2023

Kanaparthi Deevana Mridhula
Flat No 1 Gagan Vihar Apartment,
Opposite To Shiva Palace, Domalguda,
Himayatnagar, Hyderabad -500029

Dear Kanaparthi Deevana Mridhula

Congratulations!

We take immense pleasure on your appointment as **Junior Engineer** and welcoming you as a member in our ONE FORD family.

We are sure that you will find your career with Ford to be exciting. At Ford, we offer tremendous opportunities for you to make the best use and Go Further in the journey. Ford has always been a fun, safe and rewarding place to work. We encourage you to embrace yourself in our workplace initiatives to ensure we continue to be one of the great places to work in the country.

Wishing you all the best!

Authorized Signatory

HR Signature Name (Ashok AC)

For Ford India Private Limited



WOMEN
MOTHER AVTAR
100 BEST COMPANIES
FOR WOMEN
2022

Registered Address: Plot Nos. 13,15 and 16, Survey No. 602/3 Part, ELCOT IT/ITES SEZ,
Sholinganallur, Chennai-600119, Tamil Nadu. Ph: +91-44-6474 1111, Fax: +91-44-6474 0647
Corporate Identity Number: U74120TN1998PTCO41070

LETTER OF APPOINTMENT

3 July 2023

Kanaparthi Deevana Mridhula
Flat No 1 Gagan Vihar Apartment,
Opposite To Shiva Palace, Domalguda,
Himayatnagar, Hyderabad -500029

It gives us great pleasure to confirm to you our offer of employment and set out its terms and conditions with **Ford Motor Private Limited**. We extend this offer, along with the opportunities it represents, with full confidence in your capabilities.

We would like to welcome you aboard as a **Junior Engineer** in **SG04** position level and you will report to **Manager** within **Information Technology** or to such other person nominated by him / her in the Company. Your Manager will communicate details of your role and work responsibilities in the initial weeks of you joining the Company.

Your initial place of work will be at **Chennai**. However, it is expressly agreed that your services are transferable, and you can be seconded or deputed based on business contingencies by the company to any operations in India or abroad; whether existing as on date of your appointment or to be established under the management and/ or ownership of Ford Motor Company.

Although this offer remains in effect until and including **7th July 2023** we would appreciate being advised of your decision as soon as possible. Please review the Global Personal Identifier Data Collection and Use Statement found at this link. We will be sending you a request for your necessary personal information soon after acceptance of this letter. Your offer acceptance and provision to us of the information required to generate a GPID is your consent to this GPID Statement. Upon acceptance we will assign to you (if you don't already have one) a Global Personal Identifier (GPID) which will uniquely identify you and distinguish you from other individuals within Ford in a globally consistent manner. This GPID is used openly to identify individuals at Ford and to help control access to Ford systems, facilities and services. To generate a GPID, we will require you to provide your day, month and day of the week of birth. Your name and partial birthdate information will be retained in the GPID system which is located in the United States.

COMPENSATION AND BENEFITS:

- Your remuneration will be as elaborated in Annexure A, which forms an integral part of this offer of employment. Your remuneration has been arrived at, based on your background and merit. You are expected to keep this information and any changes made therein from time to time as personal and strictly confidential. In case you have any queries, you may discuss the matter with your human resource representative. The company in accordance with its prevailing policy and practices will review your compensation periodically.
- Your remuneration will be subject to statutory and other deductions as per company policies and practices. You will be responsible for your tax liabilities and compliance under applicable tax laws and regulations.
- The company reserves the right to discontinue or modify any compensation, incentive, benefit, perquisite plan, program or practice. Moreover, the very brief summaries contained herein are subject to the actual terms and conditions of such plans, programs and practices.

- In addition, you will be reimbursed all official expenses incurred during the course of employment as per company policy, as laid down from time to time.

WORKING HOURS:

- The normal working hours will be for a duration of not exceeding 48 hours a week. Subject to the prevailing statutory provisions, the company may require you to work on any shift or public / weekly holidays based on business requirements.

PROBATION:

- You will be on probation for a **6 Month(s)** from the date of your commencing work. Unless notified to the contrary, you will be deemed to have been confirmed as a regular employee of the company on completion of the period of probation. This period may be extended at the absolute discretion of the company. During probation or at any time before confirmation, your services shall be liable to be terminated by either side giving one month's notice in writing or payment of salary in lieu thereof.

TERMINATION:

- Either party may terminate your employment at any time by giving to the other party **2 Month(s)** written notice or payment of salary in lieu thereof. The decision on waiver of notice period or accepting notice pay in lieu of notice period will be at the management's discretion.
- Notwithstanding the above, the company reserves the right at all times to terminate your employment forthwith, without notice or payment in lieu of notice, if you are involved in gross negligence, misrepresentation, misconduct or any criminal offense or any other moral breach of your responsibilities.

RETIREMENT:

- Upon attaining the retirement age, your employment with the company will terminate. The present retirement age for this position is 60 (SIXTY) years. However, the employment can be extended for maximum period of two years with a consent from the employer / employee.

OTHER TERMS AND CONDITIONS:

- You will be governed by the rules and regulations of the company as applicable, enforced, amended or altered from time to time during the course of your employment. You are expected to comply with all directions given to you by the company and faithfully observe all the rules, regulations and arrangements applicable to you.
- While in the employment of the company, you are in no way allowed to be employed by any other company on a permanent, temporary, full time or part-time basis or offer your services, with or without pay, to any physical person, legal entity or public authority or to be occupied in your own business without the prior knowledge and consent of the company.
- You are required to disclose fully to the company all your business interests whether or not they are similar to or in conflict with the business(es) or activities of the company, and all circumstances in respect of which there is, or there might be, a conflict of interest between the company and you or any immediate relatives.

CONFIDENTIALITY:

- The terms of this offer is strictly confidential in nature and you shall not disclose to any unauthorized person, either during or after your employment with the company, for any reason, any information about the interest or business of the company or any affiliated Companies.
- You are not expected to disclose any information or documents, official or otherwise relating to the company without prior approval from the management in public papers, journals, pamphlets, leaflets and in virtual media.
- Any invention, development, discovery, formulae, 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 be disclosed to the company and shall belong to and be the absolute property of the company.
- Upon termination of your employment with the company, you will be required to return to the company, all the assets and property of the company (including any leased properties), documents, files, books, papers, memos or any other property of the company in your possession or under your control.

GENERAL:

- Your employment is contingent on the results of a background check, which may include a personal history check and reference checks, and can include verification of education and work history. If the results of these investigations reveal information that is inconsistent with our standards, this offer may be cancelled or your employment with the company may be subject to immediate termination.
- This appointment will be contingent on you declaring your medical condition, which is deemed fit. Please submit your medical declaration to the company prior to you actually joining the services of the company.
- This offer letter, together with the annexures, constitutes the offer of employment, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the company or its affiliates.
- You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter at the earliest. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. In the event of us not hearing from you within a reasonable time period, it will be assumed that you have declined our offer of employment and the offer will automatically stand withdrawn.

We would like you to join the Company on or before **7/17/2023**. At the time of joining, it is mandatory for you to submit the documents mentioned in your welcome email.

We welcome you to our company and wish you a long-lasting and rewarding association with us

ANNEXURE A

Name	Kanaparthi Deevana Mridhula	
Grade	SG04	
Designation	Junior Engineer	
	Monthly	Annually
Salary Break Up	Rs 40985	Rs 491823
Base Salary	16394	196729
Flexible Benefit Allowance	24591	295094
Total Cash (A)	40985	491823
Retirals (Employer Contribution) (B)	2756	33070
Provident Fund	12% of Base Monthly Salary	12% of Base Annual Salary
Gratuity	4.81% of Base Monthly Salary	4.81% of Base Annual Salary
Total Pay (A+B)	Rs 43741	Rs 524893
	Sum of Monthly Base Salary + Flexible Benefit Allowance + Provident Fund + Gratuity	Sum of Annual Base Salary + Flexible Benefit Allowance + Provident Fund + Gratuity
Performance based Variable Pay (C)		Rs 75132
Total Cost to the Company (A+B+C)		Rs 600025

ANNEXURE – B Additional Benefit Information

A. Reimbursements and Allowances in the Flexible Benefits Plan:

1. **Telephone Reimbursement:** You can claim reimbursement of telephone expenses, at actuals, and subject to a maximum of INR.24,000/- per annum for SG01 to SG04, FCG; and INR 36,000/- per annum for SG05 to SG08
2. **National Pension Scheme (NPS):** NPS is a voluntary scheme introduced by the Government of India to enable individuals to save for their retirement. Employees can contribute towards NPS Corporate Model through FBA module in ADP with a minimum contribution of INR.500 per month and without any upper limit. Only up to maximum of 10% basic salary is tax exempted out of the amount contributed towards NPS Corporate Model. This tax exemption is over and above 80C limit of INR 150,000/-.
3. **Leave Travel Allowance:** You can claim reimbursement of your holiday travel expenses incurred for self, spouse, dependent children, siblings, and parents up to a maximum of INR 50,000 per annum for SG01 to SG04, FCG and INR 100,000/- per annum for other grades. As per the prevailing tax rules, leave travel allowance can be claimed twice in a block of four calendar years.
4. **Meal Allowance:** This is a voluntary program and is applicable to employees based in non-plant locations only. You can choose to allocate up to INR 26,400 per annum from your FBA to meal allowance, which will be subject to tax exemptions as per prevailing income tax rules.

All claims for reimbursement of expenses should be supported by appropriate bills/ receipts. Please note that these reimbursements/ allowances will be considered for tax calculations based on prevailing tax rules that may change from time to time. Retirement Benefits:

B. Incentive or Performance Incentive:

You will be eligible for Performance Incentive and / or bonus only if you are an employee on the rolls of the company as on 31st December of the performance year for which the annual Performance Incentive and / or bonus is declared or as per the applicable statute. Further you will be eligible to receive this payment only if you are on the rolls of the Company on the date on which the annual performance incentive and / or bonus is notified. At target performance level, your bonus payout will be equivalent to 15% of the average total cash for your grade. Bonus payments are based on company and individual performance and will vary based on these parameters. In case of a grade change during the year, the target bonus will be pro-rated for the number of months worked in the prior salary grade. Any employee drawing monthly basic salary less than or up to INR 21,000 will be eligible for INR 16,800 Bonus per year as per Bonus legislation. Bonus will be paid to eligible employees on monthly basis, and this will be prorated based on working months/days. This will be part of FBA.

C. Retirement Benefits:

1. **Provident Fund:** The Company will contribute 12% of your base salary towards PF. The company contribution to PF will be in line with and compliant with the prevailing statutory provisions.
2. **Gratuity:** The Company will make provision for payment of gratuity in accordance with the Payment of Gratuity Act. You will be eligible for gratuity on leaving the services of the company at the rate of 15 days of Base salary for every year of service. This will be capped to a maximum of INR 2,000,000 in case of employees joining on or after 1st October 2018.

D. Life & Medical Insurance Benefits:

1. **Life Insurance:** You will be provided a life insurance cover based on your grade. The coverage available by grade is as below

Grade	Insurance coverage (Rs.)
GSR 1, 2 & 3	6,00,000
GSR 4, 5 & 6	7,50,000
GSR 7 & 8	10,00,000

1. **Hospitalization Insurance:** You, your spouse and two dependent children; or You and your LGBTQ partner will be covered under the company's hospitalization insurance policy. The annual medical insurance cover is INR 350,000/- per family insured and an additional INR 50,000 if you have enrolled a third child. You can opt to cover your parents and a third child under our hospitalization insurance policy by paying the stipulated premium.
2. **Personal Accident Insurance:** You will be provided a personal accident insurance cover for a sum equivalent to sixty times of your monthly basic salary
3. **Employee Deposit Linked Insurance:** Sum insured INR 702,000
4. **Dependent Benefit Scheme:** This is paid in the event of death of the employee enrolled in this scheme, due to any reason including accident. The amount paid to the beneficiary(ies) depends on the contribution from all employees who have enrolled in this scheme, which is further matched by Ford to a max of INR 500,000.
5. **Gratuity Risk Cover:** Varies by Age and Tenure.

E. Other Benefits: (Please ensure Other Benefit is sequenced as E since we removed the above Paragraph**1. Long Service Awards**

You are eligible to receive service awards on completion of five, ten and fifteen and twenty years of service.

2. AP Recognition Program

You are eligible to receive awards under this program. This program aims to recognize employees who have exhibited an enterprise view, displayed an innovation mindset, behaviours in line with our Ford+ Behaviours. You could refer to the AP recognition Policy in LifeatFord portal for

3. Transport

more details.

Depending on the location of work, you may have access to subsidized transportation facilities.

4. Crèche

Depending on the location of work, you may have access to the Crèche facility.

5. Non-Standard Shift Allowance

Depending on your work timings, you may be eligible for non-standard shift allowance of Rs.475/- per day.

6. Variable Location allowance

Depending on the location of work and grade, you may be provided with Variable Location Allowance.

Please refer to the policy documents or reach out to your HR representative for more details on the above allowances, reimbursements, and benefits.

The above-mentioned benefits are provided at this point of time and will be subject to revision from time to time based on Company's discretion.

NAME: V. KAVYA SHRI
 ROLL NO: 160119733070, CSE-2.
 PHONE: 9898929626



Barclays Global Service Centre Private Limited
 DLF IT Park, Level 8, Building 9A and B
 Nandambakkam Post, Ramapuram,
 Mount Poonamallee Road, Manapakkam, Chennai
 Tamil Nadu
 600089
 India
 Phone: +91 2261752000

26 April 2023

V Kavya Shri
 3-2-93/69, Maasantoshi colony,
 Opp K K Heights
 Risala Bazar, Bolarum, Alwal
 Hyderabad

Dear V Kavya,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
 Head - HR Operations and Payroll

Registered Office: Barclays Global Service Centre Private Limited, 5th to 12th Floor(Part), Building G2, Gera Commerzone SEZ, Survey No. 65, Kharadi, Pune 411014

CIN: U72200PN2007FTC 132479 Tel: +91 2067160007 Fax: +91 206716800 Website: barclays.com

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together comprise your Employment Letter.

Name	V Kavya Shri
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Graduate Explorer(Developer), BA3 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	24 July 2023, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.

In addition to the terms set out elsewhere in the Agreement, this offer of employment is contingent upon successful completion of your current degree prior to your anticipated start date. Successful completion of your degree means that it is completed within the specified timelines highlighted in your application and that your final degree classification matches or exceeds the predicted results stated in your application to Barclays. It is your responsibility to inform our recruitment team immediately, if you suspect that your grades will be lower than those predicted. Your start date for the purposes of continuous employment is as set out above

Working Hours	Your hours of work will be an average of 40 per week. Rest intervals and breaks are separate from the 40 hours of work.
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The Company is operational 24 hours a day, 365 days a year, so depending on your business function, your working days and hours may involve day and night shifts, and working on weekends/weekly offs and holidays, as permitted under applicable laws. Your manager will inform you if you are required to work in a different shift

You will devote sufficient time to your duties. Subject to applicable laws, you may be required to work such additional hours as are required for the proper performance of your duties as per any applicable Company policy, which may require that you attend the office, or be available to fulfil your function, outside normal hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.

Initial Place of Work	You will initially be based in DLF IT Park, Level 8, Building 9A and B, 1/124, Shivaji Gardens, Moonlight Stop, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Manapakkam, Chennai, Tamil Nadu 600089, India.
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However, your place of work will be determined in line with the requirements of the scheme at Barclays' sole discretion. It is a condition of your employment that you agree that you may be required to work or travel to any branch or office (in India or overseas). Where you are required to work outside of India, additional terms and conditions may apply to your employment, which will be provided at the relevant time.

Probationary Period	Your employment is subject to a probationary period of 6 months, or such additional period as the company may in its discretion consider necessary.
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Salary

Components	In INR Per Annum
Basic salary	462,000.00
House Rent Allowance	231,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	462,000.00
Annual Salary	1,155,000.00
Provident Fund (Employer's Contribution)	55,440.00
Gratuity (per Company policy)	22,212.00
Total Fixed Pay	1,232,652.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the 24th (or the prior working day if the 24th is not a working day) of each month. The estimated CTC above does not create any contractual right to any such payment.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Other Payments

The Company agrees to pay you a one-off non-pensionable scholarship and bursary payment of Rs.100,000.00 (the "Scholarship and Bursary Payment") in recognition of your studying costs. The Scholarship and Bursary Payment will be paid within 90 days from your date of joining Barclays. The payment will be made subject to applicable tax and / or other withholdings or deductions as required by law or regulation.

As agreed by you, this Scholarship and Bursary Payment will be subject to your compliance with the following requirements:

You will be required to repay the Scholarship and Bursary Payment net of any taxes or other deductions or withholdings as required by law or regulation within 30 days of any of the following occurring:

- you have terminated your employment voluntarily (or have given the Company notice to terminate your employment) within 12 months of your start date; or
- you are dismissed for gross misconduct or fundamental breach of contract or for a serious breach of the Risk and /or Compliance requirements of the Barclays Group (or you have been given notice to terminate your employment for these reasons) within 12 months of your start date; or
- you fail to satisfy the pre-employment conditions of as set out in this Agreement or as otherwise determined by the Company.

The Company may adjust this repayment amount from any amount payable to you by any Barclays Group company. The Scholarship and Bursary Payment should not be interpreted as giving rise to any right to or legitimate expectation of any other award, nor is it any assurance as to the level of any award which may be made to you in future, which will be at the Company's discretion.

You were also given an opportunity to join your employment without the Scholarship and Bursary Payment and therefore your liability to repay the amount, as has been mentioned above, in no case to be considered as a deterrent to restrict your employment for a specific term.

Qualifications/
Examinations

It is a condition of your employment and continued employment with the Company that you successfully complete any professional qualification and/or examination as may be required and notified to you by the Company from time to time, including without limitation any qualifications or

examinations required by the Regulator. You will be expected to pass all exams within a predetermined period and/or within one or more sittings, which shall be set out in the Company policy.

Subject to the terms set out below and the Company policy, the Company will be responsible for the cost of any first attempts at any such qualification with our preferred provider, including study books and associated examination fees. You should refer to the Company policy for details.

If you do not pass any exam or obtain a qualification within the period specified or within the relevant number of attempts (which may in some cases only be one) the Company reserves the right to terminate your employment

In the event that your employment is terminated for gross misconduct, or if you resign from the Company or otherwise terminate your employment or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company, you will be required (except where a qualification or examination is required by the Regulator) to repay to the Company the following sums in full within 30 days:

- 100% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment at any time during your course of study, or within six months of completing your course of study, or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company; or
- 50% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment within six twelve months of completing your course of study

Any such sums owed by you to the Company will be deducted from any sums due to you from the Company or, if such a deduction is not made, will be deemed to be due as a debt from you to the Company.

Discretionary Incentive Award

You may be eligible to be considered for a discretionary incentive award on an annual basis, at the absolute discretion of the Company and subject to you being eligible at the relevant time. Normally, awards are made in the first quarter, in respect of the previous financial year.

Statutory and Other Benefits

You will be eligible for various statutory benefits in accordance with the relevant laws. You will also be eligible to participate in the Company's benefits scheme, details of which are set out in the attached flyer which does not form part of your contract or have any contractual effect.

Any benefits are subject to the relevant policies/plans from time to time in force. The Company reserves the right to change the benefits or policies/plans from time to time.

If the Company pays or reimburses any expense on your joining the Company towards your relocation from your current place of stay to your place of posting as agreed between the Company and you, if your employment ends less than one year after the Start Date you confirm that you will pay to the Company (or alternatively Company may set-off against/ write off) any amount paid or reimbursed in respect of such relocation from the amount payable to you.

Annual Leave

You are entitled to avail annual leave which includes privilege leave, casual leave and sick leave entitlement in accordance with the applicable laws in the state of your Place of Work. Further details are included in the Detailed Terms and Conditions and on your intranet.

Notice Period

Either you or the Company may terminate your employment by giving two months written notice, however, the Company may terminate your employment with immediate effect in accordance with applicable Company policies.

Any reduction/ waiver to notice period shall be at the sole discretion of the Company. Company may adjust balance of annual leaves, while granting such reduction/ waiver.

Further information on Notice is included in the Detailed Terms and Conditions.

Overtime

Employees who are eligible under applicable laws to be paid Overtime for work beyond normal working hours, will be paid for the same in accordance to the applicable State laws at your Place of Work.

Further details in regard to Overtime are included within the Additional Time Guidelines available on the company's Intranet.

Data Privacy

The Company processes employee information for legal, regulatory, administrative and other purposes related to your employment and the conduct of the business of the Barclays Group (the "Agreed Purposes"). Processing includes obtaining, holding, editing, destroying and disclosing employee information to any Barclays Group company and its employees and/or any third parties (for example, insurers, pension scheme trustees, banks, auditors, consultants, lawyer/ law firm, business partners, suppliers and vendors engaged to provide products or services to the Company, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) for the Agreed Purposes ("Processing" or "Process").

For the Agreed Purposes, the Company may transfer employee information to any Barclays Group company and/or any third parties (for example, insurers, pension scheme trustees, banks, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) in order to Process employee information for the Agreed Purposes.

You confirm that you will provide your employee information to the Company and consent to the Processing of employee information for the Agreed Purposes. This may include transfers to recipients based in another country to your place of employment (either within or outside the European Economic Area) with different levels of protection of your personal data to India.

You confirm that the Company and/or any Barclays Group company may monitor and/or record your use of office equipment, for example, e-mail, internet (including chats and blogs), telephones and mobile telephones for the purposes of compliance with Company procedures and policies, maintenance, security and regulatory requirements or as permitted by law.

Aforesaid clause/ conditions shall apply to information relating to your family members/ relatives with respect to insurance policy, emergency contact details, etc., in accordance with prevailing Barclays'/ Company policy. It is your responsibility to inform such individuals that their data will be processed in this manner and to obtain their consent.

Confidentiality

It is important that you recognise that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company, the Barclays Group and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information and trade secrets and any stricter policy which applies to your role.

Post- Termination Restrictions

In protecting the interests of the Company, you must not, for a period of 3 months from the termination date of your employment:

- approach, solicit or deal with any person, firm, company or other entity who is or was a customer/supplier of Barclays Group and with whom you had material dealings within the 12 months period immediately prior to your termination.
- solicit or entice, or attempt to solicit or entice away or engage or employ any director, officer or employee in the Barclays Group

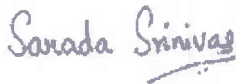
Full details of the restrictions you will be bound by are included in the Detailed Terms and Conditions.

Acceptance

In accepting the terms of this Employment Letter, you confirm that all information provided by you to us in connection with this offer of employment (including at interview) is true and not misleading. You further confirm that you will notify us of any change in that information between the date of this offer of employment and the Start Date and during the term of your employment with the Company, including any change in the information you provided during the pre-employment recruitment and screening process and any change in the circumstances of the termination of your employment with your current employer.

By accepting this offer, you accept that you are bound by the terms of this Employment Letter. This includes the Key Terms, any applicable Schedules and the enclosed Detailed Terms and Conditions. By accepting this offer, you further accept that you are bound by all applicable policies, guidelines, processes and procedures as amended from time to time and that you shall ensure that you acquaint yourself with the terms of all such policies, guidelines, processes and procedures. This Employment Letter set out the complete and exclusive terms and conditions between you and the Company and supersedes all proposals or prior agreements, oral or written and all other communications between the parties relating to the subject matter of these terms. In the event of any conflict between the Summary of Key Terms and any applicable Schedule and the Detailed Terms and Conditions, the Detailed Terms and Conditions will prevail. In addition, by accepting this offer you will be deemed to confirm that you have received, read, understood, accept and will comply with the requirements detailed in the Detailed Terms and Conditions.

Yours sincerely,



Sarada Srinivas
Head – HR Operations and Payroll
26 April 2023

I have read, understood and accept the terms of this Employment Letter (including the terms set out in any applicable Schedules and the Detailed Terms and Conditions section). I have been given an option not to accept these terms and thereby, not to join the Company and to seek appropriate Legal advice to understand interpretation of these terms.

Signature: _____

Date: _____

Taleo Number: 00282873
Contract Type: India Grad Offer Letter

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.



APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2023, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

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

A2. Employment Commencement Date

Your employment is expected to commence on 07-Aug-2023. We will confirm any change to this date to you in writing in advance.

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

A3. Working Hours / Place of Work

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

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

A4. Remuneration

Your total fixed pay will be INR 13,00,000 per annum and comprises the following components:

Rupees p.a.

1. Basic Salary	3,90,000
2. Leave Travel Assistance	40,000
3. House Rent Allowance	1,95,000
4. Provident Fund	46,800
5. Special Allowance	6,28,200
A. Total Fixed Pay	13,00,000

Special Cash Award

As soon as administratively practical and typically within 60 days from your start date, we will pay you a one-time sign-on award of INR1,50,000, less applicable taxes and deductions.

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

APPENDIX B – GENERAL EMPLOYMENT TERMS AND CONDITIONS

B1. Employment

B1.1 Your employment is subject to:

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

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

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

B1.4 Your retirement age will be as per Company's policy and subject to satisfactory completion of your probation period and provided that your employment is not terminated.

B2. Remuneration

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

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

B2.3 Any payment of salary or bonus by, or other sum due to you from the Company shall be subject to any

- iii) disobey the Company's lawful and reasonable instructions/requirements;
- iv) habitually neglect your duties; or
- v) otherwise commit a material or repeated breach of your employment terms or any of the Company's or Group's policies.

B4.2 During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:

- (a) suspend you from the performance of any duties or assign you alternative duties;
- (b) exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
- (c) require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
- (d) require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
- (e) remove your access to the Company premises and computer systems;
- (f) require that you return any property belonging to the Company under paragraph 7 in this Appendix; or
- (g) require you not to do any act or thing, or make or cause to be made, any statement reasonably likely to damage the business or reputation of the Company or the Group.

B4.3 If paragraph 5 of Appendix A states that your employment is subject to probation, your probation period will be the first 3 months of employment, which you agree is reasonable, and fair, in light of the responsibilities of the role.

B4.4 At its sole discretion, the Company may notify you of an extension to your probationary period.

B4.5 All your duties (whether express or implied) under your employment and this letter, including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information shall continue throughout the Notice Period including any period that you are on garden leave.

B4.6 During any Notice Period:

- a) you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
- b) you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and to advise on matters relating to work.
- c) you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or operations of the J.P.Morgan.

B5. Leave

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

B8. Post Employment Restrictions

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

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

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

B8.4 In this paragraph B8:

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

B9. Code of Conduct and Staff Regulations and Affirmation

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

- (a) the Code of Conduct (as amended from time to time or superseded). At the time of acceptance of the offer of employment and on a periodic basis, you will be required to sign an affirmation (or reaffirmation) confirming your understanding and compliance with the provisions of the Code of Conduct; and
- (b) the Company's other internal policies and procedures and all relevant policies and procedures for the line of business in which you are to undertake work.

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

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

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

B10. Working Hours

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

B11. Retirement Benefits

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

B12. Miscellaneous

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

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

B12.3 If, during your employment with the Company, you become indebted to the Company or are overpaid any amount for any reason, the Company will be entitled to recover that amount from you. The Company may, if it so elects, set off any sum due to the Company from you against the compensation

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

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.

APPENDIX D – SPECIFIC CONSENTS

You are required to provide specific consents in accordance with the applicable laws, details of which are provided in Annexure 1 and 2 respectively. It is essential that you carefully read/understand and specifically agree to the same.

Annexure – 1

Please read the following statements carefully. The term "J.P. Morgan" as used in these statements, refers to and is defined as including, either jointly or individually, J.P. Morgan Chase & Co., and/or any of its subsidiaries and affiliates and related body corporates (as defined in the Corporations Act, 2001 (Cwlth)), and/or their respective officers, agents, or employees.

Verification: The information I have provided in this Statement of Information is accurate to the best of my knowledge and subject to verification. I understand that any untrue statement or misrepresentation of fact in any of these statements to any extent, at J.P. Morgan sole discretion, may be grounds for terminating my employment with J.P. Morgan with immediate effect in accordance with the terms and conditions set out in J. P. Morgan Offer Letter.

Security Procedures: At all times during the performance of services for J.P. Morgan, I shall abide by all applicable J.P. Morgan security standards, guidelines and procedures, including, where applicable, those set forth in J.P. Morgan Data Security Policies and Standards Manual and Technical Users: Security Policies and Standards Manual.

Ownership of Intellectual Property: I hereby agree that J.P. Morgan shall have ownership of the entire rights, title and interest in all inventions, original works of authorship, developments, improvements, technical or other contributions, including computer software and trade secrets, and other works which I make, conceive, create or write, alone or jointly with others, during the course of and within the scope of my employment with J.P. Morgan or within six months after termination of such employment if the same is related to the course of my employment ("Developments"). In connection therewith, I hereby assign to J.P. Morgan, all rights, title and interest in and to the Developments to which I am or may at any time after the date of my employment be entitled to by virtue of or pursuant to any of the laws in force in any part of the world, whether or not patentable or registrable under copyright or similar laws, which assignment shall include, without limitation, the right to file and prosecute patent applications and copyright registrations in any and all countries and all rights of priority under international conventions. I further acknowledge that all original works of authorship

thereof even though that liability may arise out of negligence or carelessness of any such party. This Agreement and Release Form may be asserted as a full and complete defense to, and may be used as the basis for an injunction against any claims, action or lawsuit alleged or brought by me against J.P. Morgan. The rights granted herein shall be binding upon my estate, heirs and assigns.

This Agreement and Release is deemed to be made under and shall be construed according to the laws of India and subject to the exclusive jurisdiction of Mumbai Courts. J.P. Morgan – Pre Employment Screening

Confidentiality of Information: I agree that I shall hold on trust for J.P. Morgan Chase & Co, including its subsidiaries and affiliates (respectively or jointly) (JP Morgan) and shall not use, except for the purposes of the performance of my duties during my employment with J.P. Morgan, or disclose to any other party any Confidential Information (as such term is hereinafter defined) which may be disclosed to or created by me in connection with the course of my employment with J.P. Morgan. As used herein, the term "Confidential Information" means any information which relates to confidential, proprietary and/or trade secret information in oral, demonstrative, written, electronic, graphic or machine readable form contained in any documents, manuals, diskettes and other storage medium including but not limited to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions or security procedures, know-how, inventions, training methods or other information relating to the business and other operations of either J.P. Morgan, any affiliate of J.P. Morgan, or any client, customer or vendor of J.P. Morgan and all copies and reproductions thereof, whether or not owned or developed by J.P. Morgan, except such information which is in the public domain at the time of its disclosure to me or which subsequently enters the public domain other than as a result of a breach of duty on my part. I agree that, upon J.P. Morgan written demand for whatever reason, I shall immediately deliver to J.P. Morgan any and all notes, drawings, documents, manuals, diskettes and other m

copies or excerpts thereof and confirm to J.P. Morgan, in writing, the return or destruction of the same. I acknowledge that my right to retain and/or use the Confidential Information shall terminate forthwith upon J.P. Morgan written demand and I shall immediately cease to use the Confidential Information. The obligations imposed by this clause shall survive the term of my employment with J.P. Morgan with respect to the performance of services, or of my employment or assignment to render services in connection therewith. I understand and agree that any breach of these confidentiality obligations will cause J.P. Morgan irreparable damage and J.P. Morgan shall have the right to enforce the provisions of this paragraph by means of injunctive relief including specific performance.

Annexure- 2

Consent for Use, Transfer and Verification of Personal Data

1. This consent is for collecting, using, holding, receiving, possessing, storing, dealing, transferring, disclosing or handling ("Use") your Personal Information (defined below) (including your Sensitive Personal Data or Information(defined below)) from you (collectively, "Personal Data") in connection and during your employment with J. P. Morgan Services India Private Limited ("Company")("Consent").
2. You understand and give consent that during the course of your employment, whether direct or indirect, the Company will U s e your Personal Data or any other related document/agreement for the purposes set out below or for any purpose ancillary or incidental thereto as may be relevant for the Company for its business purposes in the course of my employment ("Purpose"):
 - 2.1 personnel administration, including administration of certain employee benefits such as medical and insurance benefits;
 - 2.2 processing applications for employment and regulatory licensing (if applicable);

employment or contractual relationship with the Company; and

- (viii) any of the information received under above clauses by the Company for processing, stored or processed under lawful contract or otherwise.
3. You understand and give consent that your Personal Data collected by the Company will be handled in accordance with the reasonable security practices and policies and procedures of the Company and JPMorgan and that the procedures and policies may change from time to time and that it shall be your responsibility to keep myself updated on the same.
 4. You understand and give consent that the Personal Data collected from you by the Company may be transferred or disclosed by the Company, when such transfer or disclosure of Personal Data is necessary for the Purpose stated in Clause 2 above, to:
 - 4.1 any of its affiliates, subsidiaries, associate companies or branch in the JPMorgan group of companies ("JPMorgan"), whether in India or any other country;
 - 4.2 any agent, contractor, or third party service provider who provides administrative, telecommunications, computer or other services to JPMorgan in connection with the operation of its business;
 - 4.3 any other person under a duty of confidentiality to JPMorgan, which has undertaken to keep such information confidential, including clients of JPMorgan;
 - 4.4 any person seeking employee references;
 - 4.5 any actual or proposed purchaser of all or part of the business of JPMorgan or, in the case of any merger, acquisition or other public offering, the purchaser or subscriber for shares in any entity which is part of JPMorgan;
 - 4.6 third parties in the form of directories of names and office telephone numbers of key officers of JPMorgan for promotional and administrative purpose; and
 - 4.7 any statutory, regulatory, governmental authority, body or association and/or to other third parties where such disclosure is required by applicable law or regulation.
 5. You give consent to the Company, JPMorgan and any adviser, agent, contractor, service provider of JP Morgan or any persons or organizations acting on its behalf, to verify and process information and documentation presented by you or any other third party on your employment application/resume and relating to your engagement with JP Morgan (including Personal Data and complete details of your).
 6. You hereby grant authority for the bearer of this Consent, with immediate effect, to access or be provided with details of your previous employment records held by any company or business for whom you have previously worked.
 7. Upon a request made by you, you may review the Personal Data provided by you to the Company in order to ensure the authenticity of such Personal Data. In the event, any Personal Data provided by you to the Company is found to be inaccurate or deficient, you may request the Company to correct or amend the records as feasible and in accordance with the internal policies and process of the Company. It is your responsibility to keep the Company updated with regard to your Personal Data as and when there is a change in the information provided by you to the Company. The Company shall not be responsible for the authenticity of the Personal Data provided by you. Failure to provide Personal Data or failure to provide consent to the Company or withdrawal of consent given to the Company required for the Purpose stated in Clause 2 above or such other purpose as the Company may notify to you from time to time may result in the Company being unable to process the job application or continue to have you in employment with the



January 17, 2023

Shreya Yamjala
1-4-120/4/B/4, road no. 05Hyderabad, Telangana 500102
India

Dear Shreya Yamjala,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad -IND**. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



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ANNEXURE A

Name of Candidate: Shreya Yamjala

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



PEPSICO

PRIVATE AND CONFIDENTIAL

January 17, 2023

Sravani Narayandas
Opp.rose garden function hall,subhash nagar,mahabubnagar,telanganaMahbubnagar,
Telangana 509001
India

Dear Sravani Narayandas,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad -IND**. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000

Regards,

Avantika Susan Nigam

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PEPSICO

PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Sravani Narayandas

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

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Telangana 500075. Tel: +91 40 7136 9000

Name: Srijia Nayakam

Rollno. 160119733076

email: nayakamsnija@gmail.com

phone: 8096263463

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.

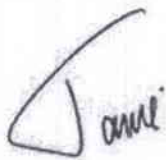
Across our businesses, we continue to deliver record results, innovative products and services for our customers, and great experiences for our employees. Named #1 in Fortune's Change the World list, we are focused on helping communities large and small grow around the world. It's an exciting time to 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.



Jamie

J.P.Morgan

07-Dec-2022

Srija Nayakam
H No - 1-5-476/3, Plot No: 103
Ayyappa Nagar Colony, Old Alwal
-500010
HYDERABAD
Telangana
INDIA

Dear Srija,

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 card 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.

J.P. Morgan Services India Private Limited
Corporate Identity Number : U72900MH2000PTC124073

Registered Office: Prism Towers, Level Nos. 9 to 11, Link Road, Mindspace Goregaon (West),
Mumbai - 400 104, India
Telephone: +91-22-6157 3000 Facsimile : +91 22 6125 0000

E. Srinidya

160119733077

CSE-2

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 blue ink, appearing to read "Jamie", with a large, stylized initial "J" that loops around the name.

J.P.Morgan

07-Dec-2022

Eravelli Srividya
Pragathi Nagar
-505172
PEDDAPALLE
Telangana
INDIA

Dear Eravelli,

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 card 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.

J.P. Morgan Services India Private Limited
Corporate Identity Number : U72900MH2000PTC124073

Registered Office: Prism Towers, Level Nos. 9 to 11, Link Road, Mindspace Goregaon (West),
Mumbai - 400 104, India
Telephone: +91-22-6157 3000 Facsimile : +91 22 6125 0000

160119733078

P. Sruthi

CSB 2



October 7, 2022

Dear Sruthi P,

Welcome to Providence Global Center ("PGC")! We are excited that you are joining our outstanding team of dedicated professionals who work together every day to bring our Health for a Better World vision to life. As a not-for-profit, Mission-driven organization, we continue our legacy of service that began in the western United States over 100 years ago. It is this commitment to our heritage, Mission and core values that sets us apart from other health care organizations. Thank you for contributing your talent and expertise to our continued growth and development.

It is my pleasure to confirm the following details of your employment offer, with a mutually agreed- upon joining date July 3, 2023. (Please contact us immediately if you require an alternative joining date). Please note in consonance to our discussion we have also outlined the external and internal job title that will be used accordingly during your tenure with the organization.

Please confirm your acceptance of this offer by communicating via email within 10 working days, failing which this offer for employment with us shall stand rescinded.

OFFER JOB DETAILS:

External (Business Card) Job Title:	Data Engineer
Internal (Address Book) Job Title:	Data Engineer
Location of employment	Hyderabad, Telangana
Department:	Information Services
Address and reporting time:	Providence Global Center LLP 8th Floor, Skyview 10 83/1, Raidurgam - Hitech City Rd Hyderabad, Telangana 500081 9:00am - Please note that it is important to be on time to complete the joining formalities
Duties	In return for the payments set forth in this letter, you agree to devote your full business time, best efforts, skill, knowledge, attention, and energies to the advancement of PGC's and its affiliates' business and interests and to the performance of your duties and responsibilities as an employee of PGC and not to engage in any other business activities without prior approval from PGC.
Compensation and Benefits	You will be entitled to receive compensation and benefits per the enclosed Remuneration schedule. Such compensation may be adjusted from time to time in accordance with normal business practice and in the sole discretion of PGC. Any benefit programs made available by PGC, and the rules, terms and conditions for participation in such benefit plans, may be changed by PGC at any time without advance notice. All compensation will be subject to any withholdings required by or elected by you in accordance with the laws of India.

Proprietary Information	You acknowledge that the nature of PGC's and its affiliates' business is such that protection of its proprietary and confidential information is critical to the survival and success of the business. You will be required to execute an INVENTION AND NON-DISCLOSURE AGREEMENT and if requested, a NON-COMPETITION AND NON-SOLICITATION AGREEMENT , to the satisfaction of PGC. The Agreement(s) will be shared upon joining and is/are a condition of your employment with PGC.
Information Required:	<p>Please bring the listed documents / details on your day of joining. You will not be permitted to join if you are unable to provide all the required documents.</p> <ul style="list-style-type: none"> • Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C) • Original Academic Certificates (all from 10 to Highest) • Original Resignation Letter with acknowledgement • Relieving letter from previous employer (Original) • Proof of compensation last drawn (3 Months - Original) • Two passport size photographs (Recent) • Passport • Aadhar Card • Copy of PAN Card • Universal Account Number • Other appropriate valid work permits

You will be required to provide the Aadhar Number on the day of onboarding and the same must be updated on PGC's HR Systems within 30 days of your onboarding. Please do ensure that the name listed with Aadhar is the same as the name given by you to PGC, and that appears on your PGC employment contract. If there is a mismatch, please have the mismatch rectified with Aadhaar authority (UIDAI) prior to onboarding.

This position is benefits eligible. Information about compensation and benefits is provided in the enclosed Remuneration schedule, with additional current benefits details outlined in the attached Health and Wellness addendum. Any benefit programs made available by PGC, and the rules, terms and conditions for participation in such benefit plans, may be changed by PGC at any time without advance notice.

JOINING AND RETENTION BONUSES:

The Company shall pay you a one-time joining bonus and retention bonus as detailed further. The INR 200,000.00 will be paid on the next feasible payroll following your date of employment ("Hire Date"). The INR 300,000.00 will be paid after completion of your first year with PGC. The INR 300,000.00 will be paid after completion of your second year with PGC. The INR 300,000.00 will be paid after completion of your third year with PGC. Terms and Conditions requiring your signature will be provided upon joining, which will include a repayment requirement if your employment terminates within 1 year of the payment.

OFFER CONTINGENCIES:

As with all offers, this job offer depends upon successful completion of all post-offer requirements and conditions including background checks prior to your first day of employment. Any delay in completing these post-offer requirements and conditions may impact your start date. Please note that PGC may share the results of your post-offer requirements results with its affiliates, partners and related entities. If your position requires licensure and/or certification through your state, professional organization, or as identified in your job description, it is your responsibility to renew those professional credentials before they expire and keep them in good standing. It is your responsibility to provide these documents to be verified prior to hire and each time they are renewed.

You will be on probation for a period of 90 days from the date of joining PGC. You will be considered confirmed in ongoing services after 90-days, based on your performance during the probationary period. Your probationary period may be extended by your supervisor, based on your performance. Your association and employment will be governed by the various associate-related policies and guidelines of PGC in addition to the core values of our organization cherished over the last many years and will be subject to the terms & conditions, mentioned in your assignment letter, which will be issued to you on your joining with PGC.

This offer is being made to you based on the information submitted/declared by you to PGC and consequently, if any

declaration given or information furnished by you to PGC proves to be false/forged or if you are found to have willfully suppressed any material information, you will be removed from services without notice or compensation. You represent that you are not bound by any employment contract, restrictive covenant or other restriction preventing (or that purports to prevent) you from entering into employment with or carrying out your responsibilities for PGC, or which is in any way inconsistent with the terms of this letter.

PGC expressly reserves the right to end your employment without 'Cause' with appropriate notice or by payment in lieu of notice period, which will be set forth in detail in the assignment letter on the day of joining. PGC may terminate your services immediately for 'Cause' or by such notice as it deems fit. You agree to not resign or otherwise terminate your employment with PGC without first giving PGC 60 days' written notice of the effective date of your last day of employment.

Other Important Terms: This offer letter is your formal offer of employment and supersedes any and all prior or contemporaneous agreements, discussions and understandings, whether written or oral, relating to the subject matter of this letter or your employment with PGC. This letter, and the legal relations between you and the Company, will be governed by and construed in accordance with the laws of India and the courts in Hyderabad, Telangana, India shall have jurisdiction with respect to any disputes arising out of, or in connection with, the terms of this letter. Congratulations on your new role and welcome to the PGC team! We are committed to providing a smooth transition as you begin your employment with us. Additional details will be outlined in your assignment letter on the day of joining, as well as in the PGC policies. Don't hesitate to contact me or your supervisor if you have any questions.

Sincerely,

Nagraj Shriyan

Nagraj Shriyan
Senior Director, Talent Acquisition

1.5 LTA (Leave Travel Allowance): Leave Travel Allowance will be payable as per PGC's policies applicable at the relevant time.

1.6 Organization's contribution towards Provident Fund (PF): The Provident Fund membership begins on the Employment Start Date, subject to the caregiver joining PGC. Unless otherwise permitted by law, the caregiver shall continue to be a member of the PF during the tenure of the caregiver with PGC.

1.7 Annual Leave Entitlement: Annual Leave Entitlement will be applicable as per PGC's policies applicable at the relevant time. Please refer to the Leave policy for details.

2. General Terms and Conditions for Remuneration and/or Benefits

The following are the general terms and conditions that apply to the Remuneration and Benefits:

2.1 Remuneration payable under the Employment Contract (including, its structure or components or any of the benefits) are subject to PGC's policies applicable at the relevant time(s). Any of these may from time to time be revised, modified or replaced by PGC.

2.2 Certain payments or benefits require that you must be in the employment of PGC at the time of payment. These will be either set out in this offer letter, assignment letter or as applicable under PGC's policies for such payments or benefits at the relevant time.

C.B.I.T

E-MAIL & WEB SERVICES

160119733079

Placements HEAD <placements@cbit.ac.in>

Rinex Technologies - Campus Placement Drive 2022

2 messages

placements rinex <placements@rinex.ai>

To: placements@cbit.ac.in

Wed, Sep 21, 2022 at 3:12 PM

Dear Placement Officer,

Warm Greetings from Rinex Technologies Pvt. Ltd!

We, Rinex Technologies, are excited to put up this proposal to your College for Campus Recruitment Drive.

RineX believes in the motto "Learning never stops". Hence, we have created one of the finest E-learning platforms, providing in-demand courses from all the domains of engineering. We would love to mention that it is a collaborative project where we got Microsoft, Autodesk, IBM, Google, Cognizance IIT Roorkee and many more renowned institutes as our partners. We are also looking to advance the careers of our students, hence we have arranged the Microsoft Certified Fundamentals exam facilities. On the other hand, convenient batch schedules, competitive pricing and industry leading mentors have made our project unique and successful.

We want to discuss the schedule of the interview procedure and the terms & conditions of the placement. We are aiming to secure capable graduates and train them to exceed their limits.

For further details, kindly reach us at placements@rinex.ai or call us at +91 8147058370 / 8951424081

Thank you for your time and consideration.

We are looking forward to seeing your sole co-ordination for the cumulative growth of your association with a successful recruitment drive.

Also, note that both 3rd & 4th Year Engineering (2022, 2023 & 2024), Bachelor's and all Master's students are eligible for the said role.

Kindly find the attached JD below.

Warm Regards,

Placement Team

Rinex Technologies Pvt Ltd.

placements@rinex.ai

Contact No - +91 8951424081 / 8147058370 / 9148801460 / 8904186156

<https://rinex.ai/>**DISCLAIMER**

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 Rinex JD 2022.pdf
85K

Placements HEAD <placements@cbit.ac.in>

Thu, Sep 22, 2022 at 12:12 PM

To: faculty_placementcoordinators@cbit.ac.in, 2022placementinfo@cbit.org.in, 2023placementinfo
<2023placementinfo@cbit.org.in>, becivil18-19civil1@cbit.org.in, becivil18-19civil2@cbit.org.in, becse18-19cse1@cbit.org.in,
becse18-19cse2@cbit.org.in, becse18-19cse3@cbit.org.in, beeee18-19eee1@cbit.org.in, beeee18-19eee2@cbit.org.in,
bemech18-19mech1@cbit.org.in, bemech18-19mech2@cbit.org.in, beprod18-19@cbit.org.in, beece18-19e1@cbit.ac.in,
beeece18-19e2@cbit.ac.in, beeece18-19e3@cbit.ac.in, beit18-19it1@cbit.ac.in, beit18-19it2@cbit.ac.in, beit18-
19it3@cbit.ac.in, bechem18-19@cbit.ac.in, bebiotech18-19@cbit.ac.in, mtech_aids_21-22@cbit.org.in, me_cadcam_21-
22@cbit.org.in, mtech_ece_ce_21-22@cbit.org.in, mtech_cse_21-22@cbit.org.in, mtech_ece_vlsi_21-22@cbit.org.in,
mtech_eee_pspe_21-22@cbit.org.in, mtech_civil_se_21-22@cbit.org.in, mtech_mech_te_21-22@cbit.org.in, mba21-
22a@cbit.org.in, mba21-22b@cbit.org.in, mca21-22@cbit.org.in, mtech_ece_ce_2021@cbit.org.in,
mtech_ece_vlsi_2021@cbit.org.in, mtech_ced_2021@cbit.org.in, mtech_cse_20_21@cbit.org.in, becivil19-
20civil1@cbit.org.in, becivil19-20civil2@cbit.org.in, becse19-20cse1@cbit.org.in, becse19-20cse2@cbit.org.in, becse19-
20cse3@cbit.org.in, beeee19-20eee1@cbit.org.in, beeee19-20eee2@cbit.org.in, bemech19-20mech1@cbit.org.in,
bemech19-20mech2@cbit.org.in, beprod19-20@cbit.org.in, beeece19-20e1@cbit.ac.in, beeece19-20e2@cbit.ac.in, beeece19-
20e3@cbit.ac.in, beit19-20it1@cbit.ac.in, beit19-20it2@cbit.ac.in, beit19-20it3@cbit.ac.in, bechem19-20@cbit.ac.in,
bebiotech19-20@cbit.ac.in
Cc: po@cbit.ac.in, Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>

[Quoted text hidden]

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587

 Rinex JD 2022.pdf
85K

160119733082

C.B.I.T

E-MAIL & WEB SERVICES

Placements HEAD <placements@cbit.ac.in>

Gap Inc - PPO's Confirmation

4 messages

Praneeta Raparthy <Praneeta_Raparthy@gap.com>
To: "placements@cbit.ac.in" <placements@cbit.ac.in>
Cc: Shalva Vinod Kumar <Shalva_Vinod_Kumar@gap.com>

Mon, Sep 5, 2022 at 4:27 PM

Hi NLN Rao,

We intent to extend the offer for the below interns. We look forward for your confirmation so that we close the HR discussion and the offer process.

Intern Name
Atla Amith Reddy ✓
G Varsha
Kasturi Akanksha
Likhitha Reddy Sirangari
Rikhila Reddy Annem
V Kavya Shri

Please reach out if in case of any queries.

Regards,**Praneeta Raparthy**

Talent Acquisition

Gap Inc. | C : +91 8142958500

Email: HDC_TalentAcquisition@gap.com

Follow us | LinkedIn | Facebook | Twitter | Instagram

Placements HEAD <placements@cbit.ac.in>
To: amith2610@gmail.com

Tue, Sep 6, 2022 at 11:59 AM

DBS Final Select List

Wed, Nov 23, 2022 at 10:53 AM

Shruthi SINGH_AGS <shruthisingh@dbs.com>

To: Placements HEAD <placements@cbit.ac.in>

Cc: "ugs19020_cse.varsha@cbit.org.in" <ugs19020_cse.varsha@cbit.org.in>, Shantomona BHARADWAJ <shantomona@dbs.com>, Reshma

DIRISALA_AGS <reshmadirisala@dbs.com>

Dear NLN Reddy Sir,

We are glad to confirm on the selected candidates for whom the full time with DBS opportunity is confirmed.

We shall roll out the offer in mid-December and looking for 100% offer to joiner ratio.

Name	Gender	Email	Institute	Phone Number
kyothi swaroopa	Female	jinka.jyothiswaroopa@gmail.com	Chaitanya Bharathi Institute of Technology	919390452175
ankitha.vankudothu	Female	ankitha.vankudothu@gmail.com	Chaitanya Bharathi Institute of Technology	919100184397
Anjila Gurala	Female	anjila.gurala@gmail.com	Chaitanya Bharathi Institute of Technology	917032619019
Sharvani G	Female	sharvanireddy219@gmail.com	Chaitanya Bharathi Institute of Technology	917095419656
Shriya Dornala	Female	dornalashriya@gmail.com	Chaitanya Bharathi Institute of Technology	918688644933
Sreeja Kumari Pallela	Female	sreejakumari2002@gmail.com	Chaitanya Bharathi Institute of Technology	917386075857
Srija Kotha	Female	srijakotha.24@gmail.com	Chaitanya Bharathi Institute of Technology	919177600981
Rishitha	Female	rishithaerukulla@gmail.com	Chaitanya Bharathi Institute of Technology	917337328172
Jahnavi Sidda	Female	ugs19132_it.jahnavi@cbit.ac.in	Chaitanya Bharathi Institute of Technology	919392808544
Dileep Thoutam	Male	thoutamdileep@gmail.com	Chaitanya Bharathi Institute of Technology	919701803366
Sai Srinivas Anantha	Male	saisrinivasanantha@gmail.com	Chaitanya Bharathi Institute of Technology	919666282879
Vivek Reddy	Male	pokalavivekreddy9@gmail.com	Chaitanya Bharathi Institute of Technology	919553901644
Lakshman Gunda	Male	gundalakshman4@gmail.com	Chaitanya Bharathi Institute of Technology	917331113317

For the remaining shortlisted candidates who are yet to be confirmed, an update can be expected in the 2nd week of December.

Name	Gender	Email	Institute	Phone Number
Nithin Thangallapelly	Male	ugs19102_it.nithin@cbit.ac.in	Chaitanya Bharathi Institute of Technology	919989116367
Merla Jaswanth	Male	jaswanthmerla2002@gmail.com	Chaitanya Bharathi Institute of Technology	919398751803

Vishnu Vardhan Chunchu	Male	chunchuvishnuvardhan@gmail.com	Chaitanya Bharathi Institute of Technology	919347989220
Manideep udumula	Male	udumulamanideep158@gmail.com	Chaitanya Bharathi Institute of Technology	919553601482
kandhuri.srihari	Male	kandhuri.srihari@gmail.com	Chaitanya Bharathi Institute of Technology	918688059540
Suhas Vangala	Male	vsuhas118@gmail.com	Chaitanya Bharathi Institute of Technology	916309436567
Kottakki Veera Venkata Uday Kiran	Male	udaykiran.k5858@gmail.com	Chaitanya Bharathi Institute of Technology	919390318224
Lavudya Manoj	Male	manojlavudya3@gmail.com	Chaitanya Bharathi Institute of Technology	919390834250
Naidu Sudheer	Male	sudheerchowdary676@gmail.com	Chaitanya Bharathi Institute of Technology	918688389731
Mahesh Banoth	Male	banothmahesh789@gmail.com	Chaitanya Bharathi Institute of Technology	919390256094
Shashank Mothkuru	Male	mshashank2403@gmail.com	Chaitanya Bharathi Institute of Technology	919030227878
Karan Singh	Male	9karansinghrajput@gmail.com	Chaitanya Bharathi Institute of Technology	918639668891
Kothapally Harish	Male	kothapallyharish2001@gmail.com	Chaitanya Bharathi Institute of Technology	916302303318
Ashruth Reddy	Male	ashruthreddy.gangula@yahoo.com	Chaitanya Bharathi Institute of Technology	919347433838
Padigela Nithin Kumar	Male	nithinpadigela2001@gmail.com	Chaitanya Bharathi Institute of Technology	917287035691
DILLIKAR SHRUTHI	Female	ugs19310_it.dillikar@cbit.ac.in	Chaitanya Bharathi Institute of Technology	916309347081
Gyanaji Aravind Reddy	Male	gyanajiaravindreddy@gmail.com	Chaitanya Bharathi Institute of Technology	919705879206
Thota Sai Chetan	Male	t.saichetanpatel@gmail.com	Chaitanya Bharathi Institute of Technology	919959971983
Garigaboina Revanth Sai	Male	revanthgarigaboina@gmail.com	Chaitanya Bharathi Institute of Technology	919014552618
Ashok Nalla	Male	ashoknalla99@gmail.com	Chaitanya Bharathi Institute of Technology	919182864354
rohithanugula31	Male	rohithanugula31@gmail.com	Chaitanya Bharathi Institute of Technology	918886161081
BHUTHAM MADHU	Male	madhubhutham09@gmail.com	Chaitanya Bharathi Institute of Technology	916303610293
Vanga Bhagathkumar	Male	bhagathvanga5932@gmail.com	Chaitanya Bharathi Institute of Technology	919391095932

Shruthi singh

Talent Acquisition Group

Email: shruthisingh@dbb.com

DBS Tech India | Hyderabad

DBS. Live more, Bank less

Oracle Campus Hiring| 2023 Batch - CBIT | OFSS | List of Final Selects

2 messages

Sat, Jul 30, 2022 at 9:55 PM

Priya Venkataraman <priya.venkataraman@oracle.com>

To: Akshitha Singireddy <akshitha1302@gmail.com>, "placements@cbit.ac.in" <placements@cbit.ac.in>

Cc: Ashok Reddy <ashok.ar.reddy@oracle.com>, Abishek S <abishek.s@oracle.com>, Anusha G <anusha.ak.k@oracle.com>



Dear Team,

Team Oracle is happy to share the final list of select candidates from your esteemed institution for the role of Associate Application Developer. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them on-board.

As a response to this mail, we would request you to let us know the list of candidates who are willing to accept the offer, kindly get back to us by tomorrow (31 July) EOD.

It is imperative to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Thanks to the long standing equation between Oracle and your esteemed institution, we have been able to identify driven individuals and build a strong and skilled workforce. We look forward to our continued association and to further strengthen our position as the employer of choice.

Best Regards,

Oracle Talent Acquisition - Campus Recruitment Team

****Waitlist Policy:- Based on business requirements, wait-listed candidates may be considered. The confirmation will be shared by Oracle only and no action should be taken by the school without consent.***

S.No	Full Name	Gender (*)	Phone(*)	Email(*)	Alternat e Phone Number	Alternat e Email Id	Current College	UG/PG/ Dual	Current Degree	Current Specialization	Current GPA	On a Scale O
7	Deshmukh Hyndavi	Female	8309833485	deshmukhhyndavi@gmail.com			Chaitanya UG		Bachelor	Computer Science	9	1
1	Pranav Pullela	Male	7032641444	pullelapranav@gmail.com			Chaitanya UG		Bachelor	Computer Science and Engineering	9.23	1
3	Sathvika Katka	Female	9347592626	kattasathvika@gmail.com			Chaitanya UG		Bachelor	Computer Science and Engineering	9.05	1
5	Ravitej Rangineni	Male	7337545943	rangineniravitej@gmail.com			Chaitanya UG		Bachelor	Computer Science and Engineering	8.5	1
6	Sai Akhil Poddaturi	Male	6303795563	saiakhilpoddaturi@gmail.com			Chaitanya UG		Bachelor	Computer Science and Engineering	9.18	1
9	Sai Bharu Revanth Yazrapu	Male	9390492554	ugs19102_cse.sai@cbit.org.in			Chaitanya UG		Bachelor	Computer Science and Engineering	9.46	1
10	Varun Maddi	Male	9908944650	maddivarun9@gmail.com			Chaitanya UG		Bachelor	Computer Science and Engineering	9.27	1
11	Kartheesh Reddy Koripeilli	Male	9390000354	ugs19033_cse.kartheesh@cbit			Chaitanya UG		Bachelor	Computer Science and Engineering	9.06	1
4	Nallabothula Sahitrya	Female	8341561423	sahitryanallabothula@gmail.com			Chaitanya UG		Bachelor	Computer Science Engineering	8.95	1
8	BHANU TEJA GANGA	Male	8096332952	ugs19086_cse.bhanu@cbit.org			Chaitanya UG		Bachelor	Computer Science Engineering	9.22	1
15	SRUTHI P	Female	9398945470	sruthi.pottapally@gmail.com			Chaitanya UG		Bachelor	Computer Science Engineering	8.98	1
12	Kalyan kumar padige	Male	9652864514	kalyankumar1704@gmail.com			Chaitanya UG		Bachelor	Electronics and Communication Engineering	8.87	1
13	Md Tousif Ahmed	Male	7780667296	tousifrk2618@gmail.com			Chaitanya UG		Bachelor	Electronics and Communication Engineering	8.95	1
17	Gowtham Gulla	Male	9347616029	gullagoutham2602@gmail.com			Chaitanya UG		Bachelor	Electronics and Communication Engineering	8.12	1
18	Nakka Naga Geetha Krishna	Female	7981376251	ugs19012_cce.naga@cbit.ac.in			Chaitanya UG		Bachelor	Electronics and Communication Engineering	9.25	1
19	chaitanya nallamolu	Male	9346008920	chaitanyanallamolu@gmail.com			Chaitanya UG		Bachelor	Electronics and Communication Engineering	8.61	1
2	Ivan Thota	Male	9502089171	ugs19159_it.ivan@cbit.ac.in			Chaitanya UG		Bachelor	Information Technology	8.73	1
14	Ranadheer Senani Dasari	Male	9550946197	ranadheersenanid@gmail.com			Chaitanya UG		Bachelor	Information Technology	7.9	1
16	Shiva Shankar	Male	7780254516	ugs19172_it.shiva@cbit.ac.in			Chaitanya UG		Bachelor	Information Technology	9.15	1

C.B.I.T

E-MAIL & WEB SERVICES

160119733087
Placements HEAD <placements@cbit.ac.in>**Cognizant | Digital Nurture 2.0 GenC Next_ Final results announcement**

1 message

Mon, Aug 1, 2022 at 11:24 AM

Yeshwanth.Pendyala@cognizant.com <Yeshwanth.Pendyala@cognizant.com>

To: placements@cbit.ac.in, eswathi_cse@cbit.ac.in

Cc: Maya.Sreekumar@cognizant.com, Aswathy.Venugopal@cognizant.com, Sreejaa.Vidyasagar@cognizant.com, RophiaRose.UginAntroose@cognizant.com, Vignesh.AM@cognizant.com, Nikitha.Sreenivas@cognizant.com

**Digital Nurture 2.0****Digital Nurture 2.0 final result announcement**

Dear Professors,

Greetings from Digital Nurture Team!

We have always believed in hiring students who have the zeal to excel and go beyond the boundaries to make a difference in the digital world. The GenC Next category opens its doors for such students who have the technical competence to go a notch higher than the rest.

As we have successfully completed the **Digital Nurture 2.0 - GenC Next journey**, we are extremely delighted to announce the final results for the interviews conducted during **June - July'22, which are a part of the 2023 campus hiring**. Attached is the list of students who have been selected under **GenC Next & GenC** categories respectively, based on their performance.

Please note: There are few more selects in addition to the attached list published herewith. We will keep you posted as applicable for your institution.

We are glad to share this success with you as it was your support that assisted all our efforts during the entire Digital Nurture 2.0 intervention and the hiring process! We are excited about this new beginning, welcoming the selected students, to make a difference in the dynamic teams at Cognizant that engineer modern businesses to improve everyday life.

Important:

- The LOI (Letter of Intent) will be released to the selected candidates by **15th Aug**. Acceptance of LOI within the timeline mentioned will only be considered as the offer acceptance & we will keep you updated on the progress

College Name	Superset ID	Student Name	Email ID	Degree	Stream	Interview Selection status
CBIT	3360664	Girirajula Yogananda	pgs21021_mca.yogananda@cbit.org.in	MCA	Computer Application	GenC Elevate Select
CBIT	2931329	Patchamatla Praveen Varma	varmamukesh374@gmail.com	B.E.	Computer Science & Engineering	GenC Elevate Select
CBIT	3399806	Merla Jaswanth	jaswanthmerla2002@gmail.com	B.E.	Computer Science & Engineering	GenC Elevate Select
CBIT	3359871	Sai Vaishnavi Patil	saivaishnavi2002@gmail.com	B.E.	Electrical & Electronics Engineering	GenC Elevate Select
CBIT	2946965	KETHANAPALLY SUSENA REDDY	ugs19058_eee.susena@cbit.org.in	B.E.	Electrical & Electronics Engineering	GenC Elevate Select
CBIT	3372340	Vivek Chandra Atiketi	vik.vivekchandra@gmail.com	B.E.	Electrical & Electronics Engineering	GenC Elevate Select
CBIT	2937837	SRIKAR THODUPUNURI	srikarthodupunuri072002@gmail.com	B.E.	Electronics & Communication Engineering	GenC Elevate Select
CBIT	3363335	mohammed touheed patel	ugs19098_it.mohammed@cbit.ac.in	B.E.	Information Technology	GenC Elevate Select
CBIT	3367745	Suhas Gajawada	ugs19174_it.suhas@cbit.ac.in	B.E.	Information Technology	GenC Elevate Select
CBIT	2857433	Talari Harika	harika.talari08@gmail.com	B.E.	Information Technology	GenC Elevate Select
CBIT	3362150	ANSHUL KRISHNA SOMANNAGARI	ugs19020_chem.anshul@cbit.ac.in	B.Tech	Chemical Engineering	GenC Select
CBIT	3386805	Priyanka Masula	masulapriyanka7@gmail.com	B.Tech	Chemical Engineering	GenC Select
CBIT	3407405	hima vamsi chirravuri	hvhchirravuri1936@gmail.com	B.Tech	Chemical Engineering	GenC Select
CBIT	3358241	Mahima Dasary	mahimadasary11@gmail.com	B.E.	Civil	GenC Select
CBIT	3380391	Vijay Kumar Voddepally	vijayvaddepally7@gmail.com	B.Tech	Civil	GenC Select
CBIT	3366357	Yakkala Neeharika	yakkalaniharika@gmail.com	MCA (2	Computer Application	GenC Select
CBIT	3359222	Ramya Aruva	aruvaramya@gmail.com	MCA (2	Computer Application	GenC Select
CBIT	2881525	Dharanikota Sai Rohini	Pgs21015_mca.rohini@cbit.org.in	MCA (2	Computer Application	GenC Select
CBIT	2881387	Vadla Dheeraj Kumar	pgs21059_mca.dheeraj@cbit.org.in	MCA	Computer Application	GenC Select
CBIT	2901134	L ANANTHA LAKSHMI	pgs21036_mca.lakshmi@cbit.org.in	MCA (2	Computer Science	GenC Select
CBIT	2898680	Shivapriya . Buddolu	pgs21009_mca.shivapriya@cbit.org.in	MCA	Computer Science	GenC Select
CBIT	2943147	Mohammed Adnan	adnanmohammed092@gmail.com	B.E.	Computer Science	GenC Select
CBIT	3361739	Shreya Yamjala	ugs19074_cse.shreya@cbit.org.in	B.E.	Computer Science & Engineering	GenC Select
CBIT	2933426	ELLAPAGARI ANUSHA	anushaellapagari@gmail.com	B.E.	Computer Science & Engineering	GenC Select
CBIT	3359346	Revanth Goud Nallagoppula	revanthgoud2001@gmail.com	B.E.	Computer Science & Engineering	GenC Select
CBIT	3400355	K Chaitanya Narasimhadevara	chaitanya.nk2002@gmail.com	B.E.	Computer Science & Engineering	GenC Select
CBIT	2936877	ritika Gorantia	ugs19012_it.ritika@cbit.ac.in	B.Tech	Computer Science & Engineering	GenC Select
CBIT	3361481	Thanu Sri Javvaji	thanusrijavvaji@gmail.com	B.E.	Electrical & Electronics Engineering	GenC Select
CBIT	3357695	Nagavelli Prathyusha	nagavelliprathyusha861@gmail.com	B.E.	Electrical & Electronics Engineering	GenC Select
CBIT	3359573	Shiva Teja Punna	shivajtejapunna281@gmail.com	B.E.	Electrical & Electronics Engineering	GenC Select
CBIT	3372426	Yuvaraj Praneeth	omega.2002.valo@gmail.com	B.E.	Electrical & Electronics Engineering	GenC Select
CBIT	3374103	Firdous Anjum	ugs19062_eee.anjum@cbit.org.in	B.E.	Electrical & Electronics Engineering	GenC Select
CBIT	3374288	amudala aravind reddy	aravindreddyamudala@gmail.com	B.E.	Electrical & Electronics Engineering	GenC Select
CBIT	3360774	Vinukula sushma	sushma.vinukula@gmail.com	B.E.	Electrical & Electronics Engineering	GenC Select
CBIT	3360822	Lahari Chakka	c.lahari001@gmail.com	B.E.	Electrical & Electronics Engineering	GenC Select
CBIT	3360573	Naveena Avishetty	naveenaavishetty@gmail.com	B.E.	Electrical & Electronics Engineering	GenC Select
CBIT	3360594	Sharathdeepika Pasham	ugs19074_eee.sharathdeepika@cbit.org.in	B.E.	Electrical & Electronics Engineering	GenC Select
CBIT	3359394	Keerthana Balasetty	keerthanabalasetty@gmail.com	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	3358237	Choksha Anumolu	anumoluchoksha@gmail.com	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	3360051	Vijay Kumar Pilla	ugs19056_eee.vijay@cbit.org.in	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	3373268	Ribhu Bhatta Charya	ugs19163_eee.ribhu@cbit.ac.in	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	3360291	Ruksana shaik	ugs19318_eee.shaik@cbit.ac.in	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	3359625	Booshan Raj Gurrarn	siramdas.saritha@gmail.com	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	3361793	Ramya Challa	challaramya1728@gmail.com	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	2922565	Harika Dasa	harikadasa2002@gmail.com	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	2944608	Janvi Veeramreddy	ugs19124_eee.janvi@cbit.ac.in	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	2904951	Sanjana Vijayan	ugs19076_eee.sanjana@cbit.org.in	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	2898723	Hrshikesh Reddy Chilakala	ugs19091_eee.hrshikesh@cbit.org.in	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	2900438	Shravani Koduru	ugs19023_eee.shravani@cbit.ac.in	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	3411255	Ruchira Bodula	ruchirabodula.9@gmail.com	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	3370319	Pranav Kumar Jalagam	ugs19044_it.pranav@cbit.ac.in	B.E.	Information Technology	GenC Select
CBIT	3358667	Sai saketh Raju Alluri	ugs19046_it.sai@cbit.ac.in	B.E.	Information Technology	GenC Select
CBIT	3400538	Karthik Palaparthi	karthikpalaparthi7@gmail.com	B.E.	Information Technology	GenC Select
CBIT	3361327	Abhijit Kaluri	abhijit.kaluri@gmail.com	B.E.	Mechanical	GenC Select
CBIT	3361096	Dheeraj Anumula	dheerajanumula@gmail.com	B.E.	Mechanical	GenC Select
CBIT	3392780	Shashi Kumar Talari	ugs18095_mech.shashikumar@cbit.org.in	B.E.	Mechanical	GenC Select
CBIT	3412310	Sharath Babu Kannoju	sharathkannoju2819@gmail.com	B.E.	Mechanical	GenC Select
CBIT	2888908	Jagadeesh Chandra Kumar	jagadeeshchandrakumar005@gmail.com	B.E.	Mechanical	GenC Select
CBIT	2943444	Yadalpally Sai Krishna	saishashi2131@gmail.com	B.E.	Mechanical	GenC Select
CBIT	3360247	HEMAMSU DASARI	hemamsu14@gmail.com	B.E.	Mechanical Engineering	GenC Select
CBIT	2945887	Achanta Thandava Sai Rohith	ugs19053_mech.thandava@cbit.org.in	B.E.	Mechanical Engineering	GenC Select

C.B.I.T

E-MAIL & WEB SERVICES

Placements HEAD <placements@cbit.ac.in>

Amazon is hiring for Tech roles!

Tue, Aug 23, 2022 at 10:54 AM

Verma, Shreeji <shreejiv@amazon.com>
 To: "placements@cbit.ac.in" <placements@cbit.ac.in>
 Cc: "Kumari, Beauty" <bekumari@amazon.com>

Dear Placement Officer,

We are pleased to extend an **intern offer** to the below 20 students.

Congratulations from Amazon team!

Role	Candidate Name	Candidate last name	Email ID	College Name
Support Engineer II	Sai Adithya	Tirukkolluru	saiadithya34076@gmail.com	CBIT
Support Engineer II	Shivani	Sarikonda	shivanisrinivas9531@gmail.com	CBIT
Support Engineer II	Uday Kiran Reddy	Nallagandla	udaykiranreddy1116@gmail.com	CBIT
Support Engineer II	Tejashwini	Rachagolla	ugs19024_it.tejashwini@cbit.ac.in	CBIT
Support Engineer II	Suhas	Gajawada	gsuhas80@gmail.com	CBIT
Support Engineer II	Shiva Kumar	Chakali	ugs19051_it.shiva@cbit.ac.in	CBIT
Support Engineer II	Bhoomika	Nimmala	bhoomikanimmala2002@gmail.com	CBIT
Support Engineer II	Sowmya	Devineni	ugs19143_it.sowmya@cbit.ac.in	CBIT
Support Engineer II	Abhinav	Vanga	vangaabhinavreddy@gmail.com	CBIT
Support Engineer II	P. Praveen	Varma	ugs19039_cse.praveenvarma@cbit.org.in	CBIT

Support Engineer II	Supriya	T	ugs19018_cse.supriya@cbit.org.in	CBIT
Support Engineer II	Chippagiri	Sumanth	ugs19117_it.sumanth@cbit.ac.in	CBIT
Support Engineer II	Naveen kumar	Thatipalli	thatipallinaveenkumar@gmail.com	CBIT
Support Engineer II	Akash	Kanteti	akashkanteti@gmail.com	CBIT
Support Engineer II	Aaditya	Jupally	ugs19090_it.aaditya@cbit.ac.in	CBIT
Support Engineer II	Bharath	Battipally	bharathbattipally@gmail.com	CBIT
Support Engineer II	mahindra	chowdary	ugs19152_ece.mahindra@cbit.ac.in	CBIT
Support Engineer II	Reethika	Tummeti	reethika.tummeti@gmail.com	CBIT
Support Engineer II	Vishnu Vardhan	Chunchu	ugs19179_cse.vishnuvardhan@cbit.org.in	CBIT
Support Engineer II	Bhavana	Balimidi	bhavanabalimidi52@gmail.com	CBIT

The below students will be extended a FTE offer.

Role	Candidate Name	Last Name	Email ID	College Name
Support Engineer II	Medha Reddy	Boosam	medhareddy.boosam@gmail.com	CBIT
Support Engineer II	KOMMA	SHASHANK	kommashashank@gmail.com	CBIT
Support Engineer II	Ravitej	Rangineni	rangineniravitej@gmail.com	CBIT
Support Engineer II	KAVYA	KONDI	ugs19071_it.kavya@cbit.ac.in	CBIT
Support Engineer II	Dharmateja	Eruparsapu	ugs19088_cse.dharma@cbit.org.in	CBIT
Support Engineer II	sumadhura	gaddam	ugs19086_it.sumadhura@cbit.ac.in	CBIT

[Quoted text hidden]

BERKADIA

160119733089

375

T. Ganesh

CSE-2

8688560768

Date of Joining: **July 7, 2023**
Joining Location: **Hyderabad**
Designation: **Associate Software Engineer**

Dear Ganesh TURAKA,

A very warm welcome to you!

Berkadia's slogan is 'Be Berkadia', and we live it each day at work. We hope that it resonates with you too, as we set out to achieve our goals - both individually as well as a team-together.

To give you an idea, this is how your first day will progress...

1	Reporting at 11:00 AM
2	Verification/Filling/ Submission of Background Verification Form
3	Receipt of Employee Handbook and visitor-cum-bus pass
4	Filling up of master form
5	Lunch break
6	Submission of signed documents
7	Receipt of appointment letter
8	Bank account opening
9	Team introduction

We wish you all the very best.

Regards,

Team HR

Kindly note:

- Please dress in business formals
- Please carry this welcome letter on your Date of Joining
- If you are driving to office on the first day, please ensure you are there by 10:45AM.

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PRIVATE AND CONFIDENTIAL

Berkadia Services India Private Limited

BERKADIA**EMPLOYMENT OFFER LETTER****November 30, 2022**

Dear Ganesh TURAKA,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Berkadia India Private Limited ('Berkadia' or 'Company') starting from **July 7, 2023**, (or such other date as may be communicated to you by the Company), as per details given below.

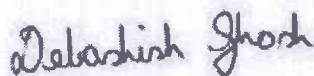
- A). Your current designation will be **Associate Software Engineer**.
- B). You will be required to work at the Company's offices in Hyderabad
- C). Your all-inclusive annual target compensation (on a cost to company basis) will be **(INR 9,65,000 Nine Lakh Sixty Five Thousand Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis. The Company shall deduct tax at source at the time of making payment.

Please note that this offer is made on consideration of your skills, qualifications and salary details contained in the particulars furnished by you in your resume \testimonials\ current-previous employment details etc. the company conducts background verification and in case the furnished particulars are found to be incorrect or if it is found that any material fact related to your skills, qualifications and personal capacities has been concealed by you, the company shall have the right to terminate your appointment without any notice or compensation or this offer remains null and void.

1. Company's contribution to PF is @12% and is calculated on the sum of Basic Salary,
2. The salary\allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income tax Laws.
3. As per the company policy, you will be covered under a company provided Medical Insurance.
4. Performance bonus will be payable annually subject to the company's and your performance.
5. The details about your targets will be decided between you and your Team Lead on your joining the company.
6. Meal Allowance vouchers worth Rs.2500 are paid every month for no. of days you work at office.

The breakup of your all-inclusive annual target compensation is provided in Annex-1.

Best Regards,
For **Berkadia Services Pvt. Ltd.**

**Debashish Ghosh****Vice President- Human Resources****PRIVATE AND CONFIDENTIAL****Berkadia Services India Private Limited**



Annexure – 1

Salary Structure	
Total CTC	9,65,000
Fixed CTC	8,50,000
Part A Fixed	
Basic Salary	2,97,500
HRA	1,48,750
Special Allowance	2,96,450
Vehicle and Maintenance	21,600
LTA	50,000
Employer PF	35,700
Total Part A	8,50,000
Part B Variable	
Meal Voucher	30,000
Shift Allowance	0
Total Part B	30,000
Part C Performance Related Components	
Process Allowance	0
Performance Pay	85,000
Total Part C	85,000
Total Gross Part A, Part B & Part C	9,65,000
Statutory Deductions	
PF Per Annum	35,700
PT Per Annum	2,400
TDS	As Applicable

Internet Allowance Per Annum - Rs-15600/-

You are eligible for an Internet reimbursement of Rs.1300/- Monthly. You will be required to submit all the reimbursement invoices during our annual Investment Proof submission period for tax exemption. If not, this payout would be taxed.

BERKADIA

Monetary Benefits

- A. **Performance Pay:** All employees who have joined before the August 31st of the review year will be eligible for the Performance Pay. This pay out purely based on the performance of the employees and at the discretion of the Management. This is a variable pay. The pay may vary from INR 0 to the maximum mentioned in the Performance Pay.
- B. **Process Allowance:** This policy is to enhance motivation levels of employees to work in high complex areas/processes. Employees in AA1 & AA2 capacity, Employees in Probation period, Employees who are not on the rolls of the Company during Disbursement are not eligible for Process Allowance (PA). Employees in the capacity of A1, A2, SA1, and SA2 will be eligible for the Process Allowance. PA is paid on Quarterly basis and as below:
- i. Level 4 processes will be paid an allowance of INR 7000 /month
 - ii. Level 3 processes will be paid an allowance of INR 5000 /month
 - iii. Level 2 processes will be paid an allowance of INR 3000 /month
 - iv. Please follow the Process Allowance Policy for further guidelines
- C. **Shift allowance Benefit:** This benefit is applicable for all employees working in Split, Night & Sunrise shifts. This is provided to boost the morale of the employees to work in Split, Night & Sunrise shifts. This is paid based on the no. of days the employees worked in the Split, Night & Sunrise shifts. (No. of days worked in Shift * Allowance per month/No. of days in the month).
- D. **Meal Voucher:** Meal Vouchers enable employers to benefit employees by providing Meal benefits uniformly. The company provides you with Sodexo Vouchers to the value of INR.2500 per month. This is in accordance with your Attendance. Employees on LOP and Maternity Leave will not be eligible for the benefit.
- E. **Over Time:** All employees are expected to work such hours as may reasonably be expected in the requirements of their position. Overtime is payable to employees without people management duties for additional hours worked in excess of 40 hours per week as per statutory rule.

Over and above the monetary benefits, company provides other allowances\benefits. The list is as follows:

BERKADIA**Non-Monetary Benefits**

- F. **Annual Health Checkup**: This benefit is applicable to all employees after completion of one year at Berkadia. Under this policy employee is entitled to get a voucher maximum of INR1500/- for health screening tests at ITMR, Lucid Diagnostic Center. Employees can avail this benefit once in a year only.
- G. **Corporate Eye Screening Program**: This benefit is applicable to all employees after completion of probation period. The Company's Corporate Eye Screening Program (CESP) is designed to assist employees in taking care of their eyes and eyesight. Employees will benefit from an eyesight test free of charge on an annual basis and the company will contribute INR 4,000 once in two years towards the cost of spectacles (frames + hard multi coated lenses) where the Optician recommends spectacles or corrective lenses for VDU use only. The Company will not contribute towards the cost of spectacles where they are required for general use.
- H. **Mediclaim Policy**: This benefit is applicable for all the employees of Berkadia India Services. The sum insured is INR 500000. Coverage includes employee, spouse, children and parents from first day of employment.
- I. **Life Insurance Benefit**: This benefit is applicable for all the employees of Berkadia India Services. The compensation payable to the nominees of the deceased employee is three times of fixed CTC.
- J. **Personal Accident Policy Benefit**: This policy covers permanent total disablement, permanent partial disablement, temporary total disablement and loss of wages due to or arising out of accident. The compensation is 3 times of CTC in case of permanent disablement. The loss of wages will be paid on 1/4th of monthly wages per week basis. Accidental medical expenses can be covered up to INR 25000/-.

DocuSigned by:

I. Ganesh

1F39887C886C49A

12/6/2022 | 2:07:05 AM EST

Ganesh TURAKA

Date:


 B R A N E

Name: Merla Jaswanth

Roll No: 160119733090

(CSE-2)

INTERNSHIP OFFER LETTER

Date: 27/02/2023

Place: Hyderabad

Merla Jaswanth, S/O: Merla Lakshmipathi Rao, Plot No: 9 and 10, Flat No: 403, Suvidha Constructions, Sri Saraswati Nagar, Chinthalakunta, L.B Nagar, Hyderabad, R.R.District, Telangana-500074.

Dear Mr. Merla Jaswanth,

It is our pleasure to offer you an internship-training as a project intern in the Department of A2A at Brane Services Private Limited, Hyderabad. This appointment will begin on 1st March 2023 with an internship stipend of INR 30000/- 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 August 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 A2A.

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

Name	Gender	Email	Phone Number	Institute
Jyothi svaroopaa	Female	jyothi.jyothisvaroopaa@gmail.com	919390452175	Chaitanya Bharathi Institute of Technology
ankitha venkudothu	Female	ankitha.venkudothu@gmail.com	919100184997	Chaitanya Bharathi Institute of Technology
Shravya Dornala	Female	dornalashravya@gmail.com	918688644933	Chaitanya Bharathi Institute of Technology
Shravyani G	Female	shravyanireddy219@gmail.com	917095419656	Chaitanya Bharathi Institute of Technology
Jahnavi Sidda	Female	u9319132_jt.jahnavi@dit.ac.in	919392808544	Chaitanya Bharathi Institute of Technology
Sreeja Kumar Pallela	Female	sreejakumar2002@gmail.com	917386075857	Chaitanya Bharathi Institute of Technology
Rishitha	Female	rishithaeravulla@gmail.com	917397328172	Chaitanya Bharathi Institute of Technology
Srija Kotha	Female	srijakotha24@gmail.com	919177600981	Chaitanya Bharathi Institute of Technology
Anjula Gurala	Female	anjula.gurala@gmail.com	917032619019	Chaitanya Bharathi Institute of Technology
Dileep Thoutam	Male	thoutamdileep@gmail.com	919701803366	Chaitanya Bharathi Institute of Technology
Vivek Reddy	Male	pvkajayvekreddy9@gmail.com	919553392144	Chaitanya Bharathi Institute of Technology
Sai Srinivas Anantha	Male	saisrinivasanantha@gmail.com	919665282879	Chaitanya Bharathi Institute of Technology
Lakshman Gundu	Male	gunda.lakshman4@gmail.com	917331113317	Chaitanya Bharathi Institute of Technology
Naidu Sushbeer	Male	nuidesushbeer675@gmail.com	918688989731	Chaitanya Bharathi Institute of Technology
Thota Sai Chetan	Male	tsai.chetanotela@gmail.com	919959971963	Chaitanya Bharathi Institute of Technology
Saran Suresh	Male	sksaranislogitruslogu@gmail.com	918639668891	Chaitanya Bharathi Institute of Technology
Kothapally Harish	Male	kothapallyharish2001@gmail.com	916302303318	Chaitanya Bharathi Institute of Technology
Vishnu Varadan Chunchu	Male	chunchuvishnuvaradhan@gmail.com	919347989220	Chaitanya Bharathi Institute of Technology
Kottakki Veera Venkata Uday Kiran	Male	udaykiran.kv558@gmail.com	919390318224	Chaitanya Bharathi Institute of Technology
Shashank Motkurru	Male	mshashank2403@gmail.com	919030227878	Chaitanya Bharathi Institute of Technology
Merla Jaswanth	Male	jaswanthmerla2002@gmail.com	919398751803	Chaitanya Bharathi Institute of Technology
Sulasa Vongala	Male	vsubhas118@gmail.com	916309436567	Chaitanya Bharathi Institute of Technology
Lakshya Manoj	Male	manoj.lakshya3@gmail.com	919390834230	Chaitanya Bharathi Institute of Technology
Vanesh Baroth	Male	baroth.vanesh789@gmail.com	9199902566094	Chaitanya Bharathi Institute of Technology
Ganiga bairava Revanth Sai	Male	revanthgair.rgabo03a@gmail.com	919014526218	Chaitanya Bharathi Institute of Technology
Ashruth Reddy	Male	ashruthreddy.gangula@yahoo.com	919347433838	Chaitanya Bharathi Institute of Technology
Vaanga Bhagat Kumar	Male	bhagatvaanga45932@gmail.com	919391099932	Chaitanya Bharathi Institute of Technology
Manideep Udamula	Male	udumulanmanideep158@gmail.com	919553601482	Chaitanya Bharathi Institute of Technology
Ashok Nalla	Male	ashoknalla99@gmail.com	919182864354	Chaitanya Bharathi Institute of Technology
Nithin Thanigallapelly	Male	u9319102_nithin@dit.ac.in	9199989116367	Chaitanya Bharathi Institute of Technology
SHUTHAMI MADHU	Male	mshubhutham09@gmail.com	916303610293	Chaitanya Bharathi Institute of Technology
kandhuri srinani	Male	kandhuri.srinani@gmail.com	918688059540	Chaitanya Bharathi Institute of Technology

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160119733093

C.B.I.T

E-MAIL & WEB SERVICES

160119733095

Placements HEAD <placements@cbit.ac.in>

DBS Final Select List**Shruthi SINGH_AGS** <shruthisingh@dbs.com>

To: Placements HEAD <placements@cbit.ac.in>

Wed, Nov 23, 2022 at 10:53 AM

Cc: "ugs19020_cse.varsha@cbit.org.in" <ugs19020_cse.varsha@cbit.org.in>, Shantomona BHARADWAJ <shantomona@dbs.com>, Reshma DIRISALA_AGS <reshmadirisala@dbs.com>

Dear NLN Reddy Sir,

We are glad to confirm on the selected candidates for whom the full time with DBS opportunity is confirmed.

We shall roll out the offer in mid-December and looking for 100% offer to joiner ratio.

Name	Gender	Email	Institute	Phone Number
jyothi swaroopa	Female	jinka.jyothiswaroopa@gmail.com	Chaitanya Bharathi Institute of Technology	919390452175
ankitha.vankudothu	Female	ankitha.vankudothu@gmail.com	Chaitanya Bharathi Institute of Technology	919100184397
Anjila Gurala	Female	anjila.gurala@gmail.com	Chaitanya Bharathi Institute of Technology	917032619019
Sharvani G	Female	sharvanireddy219@gmail.com	Chaitanya Bharathi Institute of Technology	917095419656
Shriya Dornala	Female	dornalashriya@gmail.com	Chaitanya Bharathi Institute of Technology	918688644933
Sreeja Kumari Pallela	Female	sreejakumari2002@gmail.com	Chaitanya Bharathi Institute of Technology	917386075857
Srija Kotha	Female	srijakotha.24@gmail.com	Chaitanya Bharathi Institute of Technology	919177600981
Rishitha	Female	rishithaerukulla@gmail.com	Chaitanya Bharathi Institute of Technology	917337328172
Jahnvi Sidda	Female	ugs19132_it.jahnvi@cbit.ac.in	Chaitanya Bharathi Institute of Technology	919392808544
Dileep Thoutam	Male	thoutamdileep@gmail.com	Chaitanya Bharathi Institute of Technology	919701803366
Sai Srinivas Anantha	Male	saisrinivasanantha@gmail.com	Chaitanya Bharathi Institute of Technology	919666282879
Vivek Reddy	Male	pokalavivekreddy9@gmail.com	Chaitanya Bharathi Institute of Technology	919553901644
Lakshman Gunda	Male	gundalakshman4@gmail.com	Chaitanya Bharathi Institute of Technology	917331113317

For the remaining shortlisted candidates who are yet to be confirmed, an update can be expected in the 2nd week of December.

Name	Gender	Email	Institute	Phone Number
Nithin Thangallapelly	Male	ugs19102_it.nithin@cbit.ac.in	Chaitanya Bharathi Institute of Technology	919989116367
Merla Jaswanth	Male	jaswanthmerla2002@gmail.com	Chaitanya Bharathi Institute of Technology	919398751803

Vishnu Vardhan Chunchu	Male	chunchuvishnuvardhan@gmail.com	Chaitanya Bharathi Institute of Technology	919347989220
Manideep udumula	Male	udumulamanideep158@gmail.com	Chaitanya Bharathi Institute of Technology	919553601482
kandhuri.srihari	Male	kandhuri.srihari@gmail.com	Chaitanya Bharathi Institute of Technology	918688059540
Suhas Vangala	Male	vsuhas118@gmail.com	Chaitanya Bharathi Institute of Technology	916309436567
Kottakki Veera Venkata Uday Kiran	Male	udaykiran.k5858@gmail.com	Chaitanya Bharathi Institute of Technology	919390318224
Lavudya Manoj	Male	manojlavudya3@gmail.com	Chaitanya Bharathi Institute of Technology	919390834250
Naidu Sudheer	Male	sudheerchowdary676@gmail.com	Chaitanya Bharathi Institute of Technology	918688389731
Mahesh Banoth	Male	banothmahesh789@gmail.com	Chaitanya Bharathi Institute of Technology	919390256094
Shashank Mothkuru	Male	mshashank2403@gmail.com	Chaitanya Bharathi Institute of Technology	919030227878
Karan Singh	Male	9karansinghrajput@gmail.com	Chaitanya Bharathi Institute of Technology	918639668891
Kothapally Harish	Male	kothapallyharish2001@gmail.com	Chaitanya Bharathi Institute of Technology	916302303318
Ashruth Reddy	Male	ashruthreddy.gangula@yahoo.com	Chaitanya Bharathi Institute of Technology	919347433838
Padigela Nithin Kumar	Male	nithinpadigela2001@gmail.com	Chaitanya Bharathi Institute of Technology	917287035691
DILLIKAR SHRUTHI	Female	ugs19310_it.dillikar@cbit.ac.in	Chaitanya Bharathi Institute of Technology	916309347081
Gyanaji Aravind Reddy	Male	gyanajiaravindreddy@gmail.com	Chaitanya Bharathi Institute of Technology	919705879206
Thota Sai Chetan	Male	t.saichetanpatel@gmail.com	Chaitanya Bharathi Institute of Technology	919959971983
Garigaboina Revanth Sai	Male	revanthgarigaboina@gmail.com	Chaitanya Bharathi Institute of Technology	919014552618
Ashok Nalla	Male	ashoknalla99@gmail.com	Chaitanya Bharathi Institute of Technology	919182864354
rohithanugula31	Male	rohithanugula31@gmail.com	Chaitanya Bharathi Institute of Technology	918886161081
BHUTHAM MADHU	Male	madhubhutham09@gmail.com	Chaitanya Bharathi Institute of Technology	916303610293
Vanga Bhagathkumar	Male	bhagathvanga5932@gmail.com	Chaitanya Bharathi Institute of Technology	919391095932

Shruthi singh

Talent Acquisition Group

Email: shruthisingh@db.com

DBS Tech India | Hyderabad

DBS. Live more, Bank less

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96**AVEVA_Campus recruitment**

3 messages

Rumaila Kader <rumaila.kader@aveva.com>
To: "placements@cbit.ac.in" <placements@cbit.ac.in>

Fri, Jul 29, 2022 at 3:10 PM

Hi DR. Reddy,

It was nice talking to you and as discussed, we are putting up this proposal to your college for the purpose of campus recruitment to hire graduates in our organisation.

Please find the Job description attached and the information regarding our organization and this program below:

About AVEVA:

AVEVA is a global leader in industrial software, driving digital transformation and sustainability. By connecting the power of information and artificial intelligence with human insight, AVEVA enables teams to use their data to unlock new value. We call this Performance Intelligence. AVEVA's comprehensive portfolio enables more than 20,000 industrial enterprises to engineer smarter, operate better and drive sustainable efficiency. AVEVA supports customers through a trusted ecosystem that includes 5,500 partners and 5,700 certified developers around the world. The company is headquartered in Cambridge, UK, with over 6,500 employees and 90 offices in over 40 countries.

Here is the link to our website: www.aveva.com

About the Program:

As a part of the development team, you'll be responsible for designing, developing, testing and maintain software products and solutions. Responsible for delivering world-class products and solutions using latest technologies, established standards and processes in collaboration with other teams.

Compensation:

- INR 7 lakhs CTC p.a

Important Points:

- Must have regular BE/BTech(Computer Science, Chemical, Mechanical, Electrical, Electronics, Instrumentation) degree pursuing.
- Average aggregate 65% and above with no backlogs
- Knowledge on software development lifecycle.
- Basic knowledge of software development methodologies (e.g., Agile, Waterfall).

Kindly acknowledge the mail and let me know by when you can confirm us the number of students interested in this role.

Student Name	Stream	Gender	Technical Interview	Management Interview	HR Interview	Final Shortlisting	AVEVA BU
Dasari Esha Vaishnavi	ECE	Female	Pass	Pass	Pass	Yes	Services
Jagruthie Sadula	ECE	Female	Pass	Pass	Pass	Yes	R&D
Ketan Kadali	Mechanical	Male	Pass	Pass	Pass	Yes	R&D
Mohammed Adnan	CSE	Male	Pass	Pass	Pass	Yes	Services
Mohammed Sanan Moinuddin	CSE	Male	Pass	Pass	Pass	Yes	R&D
P. Praveen Varma	CSE	Male	Pass	Pass	Pass	Yes	R&D
Ponugupati Nitin	ECE	Male	Pass	Pass	Pass	Yes	R&D
Sai Adithya Tirukkolluru	ECE	Male	Pass	Pass	Pass	Yes	R&D
Shravya Sarugu	Mechanical	Female	Pass	Pass	Pass	Yes	R&D
Sravan Sai Lanka	IT	Male	Pass	Pass	Pass	Yes	R&D
Sruthi Shanker Pydimarry	Mechanical	Female	Pass	Pass	Pass	Yes	R&D
Valivarthi Sri Chitra	Chemical	Female	Pass	Pass	Pass	Yes	Services
Bhavesh Agarwal	Chemical	Male	Pass	Pass	Pass	Yes	R&D
						Yes	Services

Vaiivarthi Sri Chitra
Mohammed Sanan Moinuddin
Mohammed Adnan
P. Praveen Varma
Jagruthie Sadula
Sai Adithya Tirukkolluru
Dasari Esha Vaishnavi
PONUGUPATI NITIN
Sruthi Shanker Pydimarry
Ketan Kadali
Shravya Sarugu
Bhavesh
Sravan Sai Lanka

Mohammed Sanan Moinuddin
160119733097
CSK-2



PEPSICO

PRIVATE AND CONFIDENTIAL

January 17, 2023

Mohammed Sanan Moinuddin
9-4-86/204, Flat 601, GM Sadat Avenue, Salar Jung Colony, Toli Chowki Hyderabad,
Telangana 500008
India

Dear Mohammed Sanan Moinuddin,
It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad -IND**. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: **AAO-6786**

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000

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18-Apr-2023

Mr. Thatipalli Naveen Kumar
8-5-545/2/1, Kothirampur, Karimnagar,
Telangana – 505001. India



Dear Naveen,

"Welcome to the Apollo Family"

Reference your application and the subsequent discussions you had with us, we are happy to inform you that we are offering you the position of **"Software Engineer"** at **Apollo HealthCo Limited (Apollo24|7)** on the following terms.

1. Placement: Initially you will be posted at **"Apollo HealthCo Limited" - Hyderabad**, however during employment with the company, you will be posted/transferred to any location at the sole discretion of the management.
2. Reporting: You will be reporting to **Team Lead/HOD – Apollo HealthCo Limited**.
3. Remuneration: You will be paid a compensation of **Rs. 20,00,000 (Rupees Twenty Lac(s) Only)** per annum as Cost to company.
4. You will be required to join on or **before 04-Oct-2023** (This offer will lapse in case you do not report duty on the said date).

You are requested to submit the following certificates (original as well as photocopy) on acceptance of the offer; originals will be returned after verification. These certificates have to be produced on any working day prior to 7 working days of your joining.

- Certificates of Educational Qualification (10th to highest degree of qualification)
- Service Certificates of Previous & Current Employment
- Aadhaar Card, PAN Card, Passport or any other Residential Address Proof
- 2 Reference Letters.
- 4 Passport Size Photographs

This employment is subject to you being found medically fit, in this regards, you are required to undergo a pre - employment medical examination at our hospital on any working day before your joining date. On confirmation of your medical fitness along with your credential and employment verification reports, you will be issued an Appointment Letter with terms and conditions.

On completion of the Pre - employment medical examination, if you fail to report to duty or leave the organization within 3 months from the Date of Joining, you are required to refund the actual cost of the pre-employment medical examination.

Kindly acknowledge this letter as a token of acceptance of this offer.

With best wishes,

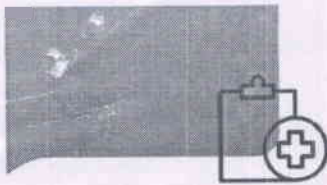
Benny Veliath
Lead- Human Resources

#ExpertiselsForEveryone
APOLLO HEALTHCO LIMITED

Registered Address: 19, Bishop Gardens, R A Puram, Chennai, Tamil Nadu – 600028
Address: 1st Floor, N Heights, Plot No. 38, Phase-2, Hitech City, Madhapur, Serilingampally,
Rangareddy, Hyderabad-500081

Email ID: info@apollo247.org | Website: <https://www.apollo247.com>

CIN: U85110TN2020PLC135839
Telephone: 040 - 42004300



Annexure Apollo Healthco Limited Compensation Structure			
Name	: Thatipalli Naveen Kumar		
Designation	: Software Engineer		
Category	: Technology		
Gross Salary / Remuneration Breakup (A)	Monthly	Annual	
Basic pay	50000	600000	
HRA	25000	300000	
Children Education Allowance	200	2400	
Other Allowance	85500	1026000	
Gross Salary Total (A)	160700	1928400	
Statutory Benefits (B)	Monthly	Annual	
Employer's P.F Contribution	1800	21600	
Reimbursement (C)	Monthly	Annual	
L.T.A	4167	50000	
Total CTC (A+B+C)	166667	2000000	

ESOP's : We take this opportunity to wish you the best in building Apollo24|7 as you embark on a journey of taking healthcare to every doorstep. You will be eligible for ESOP's of 10 Lac(s) which would be given to you within 3 months of your joining

Standard Terms & Conditions:

- Individual Compensation structure is subject to change.
- Employer share of Provident Fund & ESIC will be a part of the Cost to Company whereas the Employee share of Provident Fund & ESIC will be deducted from the salary as per the Govt. Guidelines.
- As per the statutory compliance, it is mandate to submit a valid PAN and Aadhaar on the day of On-boarding.
- The above compensation structure is subjected to tax and other statutory deductions as applicable by the law.
- Please note that the individual employee compensation is strictly confidential and must not be shared with other employees or business associates.
- You will be on probation for a minimum period of three (3) months commencing from your date of joining the Company. During the probation period, you may terminate your services by providing 1 month of notice period.
- Post the probation period, If you decide to leave, you may resign from your services by giving a prior Notice Period of two (2) months or payment of gross salary in lieu thereof. Any shortfall in the Notice Period shall be recovered from you.

With best wishes,

Benny Veliath
Lead- Human Resources



ORACLE

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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

23 May 2023

Pranav Pullela

Dear Pranav,

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

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

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

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

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 309,525.16** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within

the parameters of the Relocation Policy.

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

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

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

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

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

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

On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Pawan Jaggavarapu (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

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

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



Srihari Beldona
Group Vice President - Human Resources

OFFER LETTER ACCEPTANCE:

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An Employment Agreement which, together with this offer letter, will constitute my formal contract of employment; and
- A separate Proprietary Information Agreement.

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.

M. Premkumar Goud

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May 18, 2023

M Premkumar Goud
Hyderabad**PRIVATE AND CONFIDENTIAL****Employment Offer Letter and Terms and Conditions of Employment**

Dear M Premkumar,

We are pleased to offer you employment with PricewaterhouseCoopers Service Delivery Center – (Bangalore) Private Limited ("Company" or "PwC AC Bangalore") in the position of Associate. Your work location will be Hyderabad. Reporting lines and location are subject to change depending on business requirements. The title, roles and responsibilities may also be varied from time to time as may be evaluated and considered appropriate by the Company and in accordance with the policy of the Company.

If you accept this offer, your commencement date with us will be on or before 17 August, 2023, or such other date as may be communicated by us to you in writing ("Employment Commencement Date/ Date of Joining").

Remuneration Package:**1. Gross Salary:**

You are being offered a gross salary of Rs.600,000 /- Six Lakh Only.

The details of your gross salary are specified in Annexure 1 to this offer letter ("Offer Letter").

2. Incentive Compensation:

In addition to the annual compensation as mentioned above, you may also be eligible for bonuses from time to time, as may be set forth in the respective incentive compensation programs, as applicable to your position.

Under the Company's current incentive programs, you may be eligible for an Annual Performance Bonus, as applicable to your position. The amount and timing of, and eligibility for, any bonus shall be at the sole discretion of the Company. Bonuses and rewards are provided by the Company as an incentive for your continued employment with the Company; therefore, in order to earn, and be eligible to receive a bonus, you must be actively employed by the Company on the date such bonus or reward is to be paid. The Company may at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of the incentive compensation programs, guidelines and policies.

3. Benefits:

You will be eligible for Company sponsored India specific benefit programs such as gratuity, provident fund, group medical insurance for the employee and his/her family, life insurance and accident insurance for the employee. You are also eligible for the executive health check-up plan, for a free annual health check-up which contains a series of tests.

Other Terms: Please read the following terms and contact us with any questions that you may have.

1. Employment Agreement:

Once you accept this offer, you will be required to sign an employment agreement ("Employment Agreement"), the format of which is attached to this Offer Letter. Your employment with the Company will be on the terms of this Offer Letter and the Employment Agreement until the end of your employment with the Company.

2. Working Hours:

You will be required to work, for such hours as are reasonably necessary to meet the Company's requirements, in a variety of locations and for proper discharge of your duties. The working hours will be consistent with Company's policies and will include such reasonable working hours as might be required for performing your duties competently and to meet the Company's requirements. You hereby agree and volunteer to work during the night shift, as and when the Company feels that your services are required. You confirm that you have no objection whatsoever to work during the night shift, as per the Company's policies.

3. Promotion and Salary Review:

You will be eligible to participate in the promotion and salary review process as per the policy of the Company.

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V. Sai Bhanu Revanth

ORACLE

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

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

Private & Confidential

23 May 2023

Sai Bhanu Revanth Vazrapu

Dear Sai Bhanu Revanth,

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

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

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

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

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 309,525.16** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within

the parameters of the Relocation Policy.

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

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs: SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

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

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

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

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

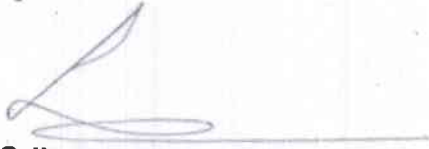
On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Chandra Perni (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

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

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



Srihari Beldona
Group Vice President - Human Resources

OFFER LETTER ACCEPTANCE:

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An Employment Agreement which, together with this offer letter, will constitute my formal contract of employment; and
- A separate Proprietary Information Agreement.

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.



Restricted Stock Grant Addendum

23 May 2023

Dear Sai Bhanu Revanth,

After you begin employment with Oracle, a request for approval will be submitted to the Board of Directors of Oracle Corporation submitted to grant you restricted stock units (RSUs) of Oracle Corporation common stock pursuant to the Oracle Corporation 2020 Equity Incentive Plan (the "Plan"), the number of which shall be calculated as follows:

\$20,000.00 USD divided by the closing sale price of one share of Oracle Corporation common stock as reported on the New York Stock Exchange on the RSU grant date, rounded up to the nearest whole share.

If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.

D. E. Shaw India
Private Limited

25-Oct-22

Mr. Charan Koppula
Flat No. 301, Hiranmayee Residency
Teachers Colony, East Marredpally
Secunderabad, Telangana-500026

Dear Charan:

It is a sincere pleasure to make this formal offer for the position of Tech Associate in our organisation.

In the event that you accept our offer and join our organisation, you will be paid a gross compensation of ₹1,225,000 (Rupees Twelve Lakhs Twenty Five Thousand Only) per year. You will be eligible for an annualized variable compensation in an indicative range of ₹150,000 ~ ₹200,000 (Rupees One Lakh Fifty Thousand to Rupees Two Lakhs Only) for the year 2023 contingent on you being employed by the organization when the variable compensation is paid out. This amount may be finalized based on the organisation's and your individual performance and is subject to change at the discretion of the organization. Total compensation is ₹1,375,000 ~ ₹1,425,000 (Rupees Thirteen Lakhs Seventy Five Thousand to Rupees Fourteen Lakhs Twenty Five Thousand Only) per year. The details of the compensation are attached as Annexure I for your reference.

You will also be eligible for a signing bonus of ₹150,000 (Rupees One Lakh Fifty Thousand Only) which will be payable along with your first salary.

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

Our offer is contingent on:

- (i) the successful completion of your background checks and verification of your credentials, testimonials, successful completion of all requirements of the graduation course, reference checks, and other particulars mentioned by you in your application at the time of your appointment, and
- (ii) your acceptance of the terms of the organisation's employment agreement and your agreement to abide by all applicable organisation policies (modified from time to time), including the organisation's Code of Ethics (a copy of which is enclosed for your reference) which establishes the standard of business conduct that all employees must follow. The Code of Ethics summarizes certain key Compliance policies, including (among others) the organisation's policies on personal securities and commodities trading and outside business activities. The personal trading policy requires the use of Compliance-approved designated brokers for personal trading accounts and minimum holding periods for certain transactions and may, in certain cases, prohibit certain transactions in personal accounts. The outside activities policy requires that employees' potential outside business activities be disclosed to and approved by the organisation upon joining the organisation or before commencing a new activity.

You will be required to join the organisation on or before 05-Jun-23. Should you accept this offer, in case of termination for any lawful reason/resignation of services; either party will be required to give two months' notice in writing.

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

Best Wishes,

Digitally signed by
CHAITANYA
GORREPATI
Date: 2022.10.28
11:29:56 +05'30'

Chaitanya Gorrepati
Authorized Signatory

DE Shaw & Co

Plot No. 573, B & C, Road No. 1
Jubilee Hills, Hyderabad 500 096
Telangana, India

+91 40 6639 0000

FAX +91 40 4016 4284

www.deshawindia.com

CIN: U72200TG1996PTCo25388

Koppula saicharan001@gmail.com

K. Sai Charan 398

160119733103

CSE - 2

9618152076

Accepted

K. Sai Charan

Charan Koppula

160119733104

Sai Praneeth Lakroju

9701394722

saipraneethlakroju@gmail.com

CSE-2

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.



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.

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;

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

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

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.

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

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.

J.P. Morgan Services India Private Limited
Corporate Identity Number : U72900MH2000PTC124073

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

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



Sai Teja Varma Rameti
BE, CSE-2,
160119733105

September 28, 2022

Sai Teja Varma Rameti
7-120/69, Tripura Encalve lane no.2, Ameenpur, Hyderabad, Telangana - 502032
saitejavarmarameti@gmail.com
9550953779

Dear Sai Teja Varma Rameti:

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

1. Commencement

Your employment with Micron will commence on July 17, 2023. The commencement of your employment is subject to the conditions set out in **section 9** of this offer letter. If any of those conditions is not satisfied, then your employment with Micron will not commence and this offer of employment, if you have not accepted it, will automatically be deemed to have been withdrawn. If you have already accepted this offer, Micron may (notwithstanding any other clause in this Agreement) terminate this Agreement immediately without notice or any payment in lieu of notice.

2. Position

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

You will be based at the current Micron premises within a Special Economic Zone (SEZ) in Hyderabad, specifically at 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 work at other locations if required to do so by Micron from time to time.

You will report to the Staff Software Engineer - IT PLM and will work under the direction of the person in that position, or such other position determined by Micron.

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

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

3. Term

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

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

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

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

4. Hours

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

5. Remuneration

Fixed Salary

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

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

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

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

Discretionary Allowances

Micron will pay you the following discretionary allowances:

- (a) Medical expense allowance INR15,000 per year
(payable monthly on a pro-rata basis)
- (b) Leave travel allowance* INR41,000 per year

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

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

Discretionary Incentive Pay

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

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

Employee Provident Fund

Micron's present practice is to contribute to the provident fund at the rate of 12% of your Basic Salary. You are required to make an equal contribution. Please note that Micron reserves the right to increase or decrease the amount of contributions payable within statutorily permissible limits, without the need to compensate you for any downward adjustments. Similarly, upward adjustments may also be made without increasing your overall remuneration. In no case will the contributions be less than that required by law. Micron's exercise of these rights will be in its sole discretion. Contributions will be paid in accordance with the rules of the applicable plan and Micron policy.

Sign-On Bonus

Micron will pay you a one-time gross sign-on bonus of INR 100000 after you commence employment with it (**Sign-On Bonus**). You must repay Micron the gross amount of the Sign-On Bonus if you give notice of your resignation or Micron terminates your employment for misconduct, absenteeism or any other violation of Company policy before you complete one year of service.

You authorise Micron to withhold from your final pay, to the extent permitted by law, the amount owed to Micron and you agree to sign whatever further authorisation may be required by Micron at the time to give effect to this. If the amount you owe Micron is greater than the amount withheld (if any), you must pay the balance in full to Micron within 30 days from the date on which your employment terminates. If you fail to repay the balance of the Sign-On Bonus within the time set out above and it is necessary for Micron to take legal action against you to recover such amount, you agree to reimburse Micron for all costs incurred by Micron to collect such amounts, including attorneys' fees and court costs.

A summary of your current target compensation is set out in Annexure A, for information purposes only.

You will be solely liable for your personal tax liabilities and Micron makes no assurances that your remuneration has been structured in the most tax efficient manner or that the tax treatment applicable to certain emoluments, allowances or benefits will continue for all of your employment. Without limiting Micron's discretion to revise the components of your Fixed Pay, the components of your remuneration may need to be revised from time to time in keeping with regulatory developments or otherwise, and Micron will not be liable for any additional tax liability which you may face due to such revisions.

6. Leave

You will be entitled to leave (including vacation leave and sick leave) subject to and in accordance with applicable law and Micron policy from time to time.

7. Discretionary Benefits

Micron may, at its discretion, from time to time provide you with other benefits. Micron may cease providing these benefits or change the basis on which it provides them at its discretion and you do not have an entitlement to continue to receive these benefits or to receive any other payment or benefit in lieu.

Unless you are advised otherwise in writing, any benefit or compensation apart from your Fixed Salary will be a discretionary benefit to which this clause applies.

Micron's current discretionary benefits include:

Insurance

Micron will make available to you and your eligible family members coverage under group insurance plans. Eligibility for coverage and the terms of coverage will be subject to the rules of the relevant policy/policies and any other requirements of the insurer as amended from time to time.

Policies with respect to Micron's discretionary benefits are listed online on Micron's internal intranet – MicronNow / PeopleNow – and in the Micron Team Member Handbook (**Handbook**) for Micron India team members. You can also find the most up-to-date version of this Handbook through MicronNow / PeopleNow. Team members are responsible for keeping informed about any changes to this Handbook and to the benefits described on MicronNow / PeopleNow.

8. Additional Contractual Terms

The accompanying Standard Terms are incorporated into this offer letter and they, and the accompanying Confidentiality and Intellectual Property Agreement, form part of the terms of your employment.

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 employment 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 work for Micron.

Based on the foregoing, you represent that your employment 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 employee 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 work 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.

9. Conditions on this Offer

This offer of employment and your commencement of employment with Micron is conditional upon:

- (a) if necessary, you obtaining the required employment and/or visa approvals from the relevant government authorities to enable you to work with Micron in India;
- (b) your completion of all required applicant procedures, including but not limited to application materials and transcripts;
- (c) if required by Micron, certification by Micron's appointed medical practitioner that you have passed with satisfactory results a pre-employment medical check-up conducted by such medical practitioner, which will include a chest x-ray if deemed necessary, and are fit for employment; and
- (d) satisfactory completion of reference and/or background checks that may include verification of your educational, employment or salary history. Should you fail to produce to Micron the required documentation or if any information furnished by you proves to be false, misleading or inaccurate, any offer of employment by Micron may be withdrawn and, if already accepted, Micron may (notwithstanding any other clause in the Standard Terms) terminate your employment immediately without notice or any payment in lieu of notice.

Please note that 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 HR immediately, to permit us to request an export control license for you if necessary.*

This offer is valid for seven (7) working days from the date stated above. To accept Micron's offer, please sign this offer letter, the attached Standard Terms and the Confidentiality and Intellectual Property Agreement and return them to Human Resources within this time-frame. If these documents

are not signed and returned by you within this time-frame, this offer of employment will lapse automatically.

Yours sincerely



Sharmila Khan
Director, Regional Business Partner - (India)

To: Micron Technology Operations India LLP

I, Sai Teja Varma Rameti, have read this offer letter, and the accompanying Standard Terms and Confidentiality and Intellectual Property Agreement, and agree to accept this offer of employment.

Signature

Date (mm/dd/yyyy)

**ANNEXURE A - CURRENT ANNUAL TARGET COMPENSATION AND BENEFITS OUTLINE
(FOR INFORMATION PURPOSES)**

Compensation

Fixed Salary

• Basic Salary	INR 297000
• House Rent Allowance	INR 118800
• Special Allowance	INR 178200
Total	INR 594000

Employer Provident Fund Contributions

INR 35640

Discretionary Allowances

• Medical Expense Allowance	INR 15000
• Leave Travel Allowance	INR 41000

Discretionary Incentive Target

INR 59400

TOTAL

INR 745040

*Hyderabad Benefits**

Public Holidays	10 days per calendar year
Vacation Leave	15 days per calendar year, pro-rata in the first calendar year of service (pro-rated at a rate of 1.25 days per month)
Sick Leave	12 days per calendar year
Casual Leave	12 days per calendar year, pro-rata in the first calendar year of service (pro-rated at a rate of 1 day per month)
Death-in-Family	3 days per occurrence, in the event of a death of an immediate family member
Maternity Leave (female team members)	26 weeks if fewer than 2 surviving children; 12 weeks if two or more surviving children
Paternity Leave (male team members)	5 days for the birth of each child
Marriage Leave	5 days per occurrence
Insurance	Medical Insurance (employee & eligible dependents), and Life and Personal Accident Insurance (employee only)

**All benefits other than those statutorily required are discretionary and are provided subject to the terms and conditions of Micron policy from time to time.*

ANNEXURE B

Bachelor's Degree – Engineer

1. A Bachelor's Degree is a pre-requisite for your ongoing employment.
2. You must submit to the HR Department of Micron by August 31, 2023, an original copy of the notification of examination results issued by the Registrar of your college or university, stating that you have passed the final examination for the Degree of Bachelor of Computer sciences.
3. You must also submit an original copy of the official transcript of academic record for your Degree and the Degree scroll upon conferment to the HR Department of Micron by October 31, 2023.
4. If you do not obtain your Degree at the required level within the required time and/or are required to repeat any part of your course, Micron reserves the right to terminate your employment in accordance with **clauses 2.4 and 6** of the Standard Terms.
5. You will keep Micron duly informed of any delay in the completion of the above Degree program. Any delay may result in the termination of your employment as provided for in paragraph 4 above.

STANDARD TERMS AND CONDITIONS OF EMPLOYMENT

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

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) serve Micron faithfully and diligently to the best of your ability and comply with all lawful directions of Micron from time to time and use all reasonable efforts to promote the interests of Micron and act in Micron's best interests;
- (c) devote your time and attention during Micron's business hours exclusively to the discharge of your duties except as may be permitted in writing by Micron;
- (d) comply with all laws applicable to your position and the duties assigned to you and comply with all of Micron's rules, regulations, policies and procedures which Micron may vary and/or adopt from time to time. Micron may adopt, vary or rescind these rules, regulations, policies and procedures from time to time in its absolute discretion and without any limitation (implied or otherwise) on its ability to do so; and
- (e) report to the person or persons nominated by Micron from time to time.

1.2 Without limiting your duties to Micron, during your employment you must not:

- (a) act in conflict with Micron's best interests; or
- (b) engage in any business or activity, whether in competition with Micron or not without the prior written approval of Micron.

1.3 Micron may require you to provide evidence confirming to the satisfaction of Micron that you are not in breach of **clause 1.2(b)**.

1.4 You acknowledge that the restrictions specified in **clause 1.2** are, in the circumstances, reasonable and necessary to protect Micron's legitimate interests.

1.5 You agree that, without the need to terminate the employment relationship, Micron may: modify or remove your assigned duties; or transfer you to another position, department or place of work, without additional compensation

to you, in accordance with Micron's needs. Any such change will not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment.

2 Probationary Employment

2.1 This **clause 2** applies only if the accompanying offer letter states that your employment is subject to a probationary period.

2.2 During this probationary period, you will have an opportunity to ascertain whether you are satisfied with the job and you must satisfy Micron that you have the qualities necessary for, and are capable of performing, those duties assigned to you at the level required by Micron.

2.3 Your employment will be assessed by Micron during the probationary period. If your employment (conduct, performance, etc.) has been satisfactory to Micron and to you, your employment will be confirmed and will continue in accordance with the terms of this Agreement. If this is not the case your employment will either be extended on probation or cease at the end of the probationary period unless it is terminated earlier in accordance with **clause 2.4** below.

2.4 During the probationary period, you or Micron may terminate your employment by giving 15 days' notice or by Micron paying you a sum equal to your Fixed Salary for 15 days in lieu of notice. If the probationary period is extended beyond six months, then the relevant notice period (and payment in lieu) will be one month.

3 Travel

You must make such journeys on the business of Micron and its Related Companies as may be reasonably required by Micron, using such transport as Micron determines.

4 Expenses

Micron will reimburse you for all work-related expenses:

- (a) properly incurred by you in execution of your responsibilities and duties (including, without limitation, travel, accommodation, entertainment and telephone expenses);
- (b) substantiated to the reasonable satisfaction of Micron, whether by production of receipts or otherwise;
- (c) which are approved by an authorized Micron representative; and
- (d) are otherwise incurred and claimed in accordance with applicable Micron policy.

5 Leave

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

5.2 Micron may require you to be examined by a medical practitioner nominated by Micron, who will provide a report to Micron, the disclosure of which you hereby consent to, in respect of any illness or injury for which you take paid or unpaid sick leave.

6 Termination

6.1 Your employment may be terminated at any time:

(a) by you giving to Micron the required period of notice in writing as set out in the accompanying offer letter (Micron will have the sole discretion to allow you to pay Fixed Salary in lieu of your notice period or waive the same); or

(b) by Micron giving to you the required period of notice set out in the accompanying offer letter or by paying you an amount equal to your Fixed Salary in lieu of notice for that period or in part by giving you notice and in part by making a payment to you in lieu of notice.

6.2 Micron may terminate your employment for reasons of unsatisfactory performance, redundancy, financial difficulties or business restructuring, loss of faith or confidence, etc., or for no reason at all.

6.3 During the periods of notice provided for in **clauses 6.1**, Micron may, at its discretion, require you to:

(a) not attend for work or contact any customers or clients; and/or

(b) perform duties which are different to those which you were required to perform during the rest of your employment with Micron, provided only that you have the necessary skills and competencies to perform the duties.

6.4 Your employment may be terminated by Micron at any time with immediate effect, without notice or any payment in lieu thereof:

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

(i) wilfully, or deliberately, behaving in a way that is inconsistent with the continuation of the contract of employment;

(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 employment, engaging in theft, fraud misappropriation of property or assault;

(iv) intoxication at work; or

(v) refusing to carry out a lawful and reasonable instruction;

(vi) repeated failure to comply with lawful directions of Micron and its officers;

(vii) habitual unauthorised absence or unauthorised absence for a period exceeding 3 days.

(b) if you engage in conduct that could bring you or Micron into disrepute, including but not limited to acceptance or offering of illegal gratification;

(c) if you materially or habitually neglect your duties;

(d) if you breach any material provision of this Agreement or your Confidentiality and Intellectual Property Agreement; or

(e) on any other ground for which Micron would be entitled to terminate your employment without notice at law.

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

6.6 Micron is a member of the Responsible Business Alliance (RBA) and complies with the RBA Code of Conduct (Code). If, at the time you give notice of termination, the Code requires a cap on the amount which may be due from you in the event Micron agrees to allow you to pay Fixed Salary in lieu of your notice period, then Micron will apply the cap that applies at the time. The current cap under the Code is 60% of your monthly Fixed Salary.

6.7 Any resignation submitted by you in accordance with the terms set under **section 3** of the accompanying offer letter and **clauses 2.4** and **6.1** of these Standard Terms Agreement must be accepted by Micron to become effective. Once accepted, your resignation cannot be withdrawn by you without the express consent of Micron.

6.8 If you are unable by reason of continued ill-health, sickness, accident, disability or injury for a period of 6 months or more to perform your roles and duties hereunder, Micron may at its discretion terminate your employment.

6.9 Micron may suspend you with pay while investigating any matter which Micron believes could lead to Micron exercising its rights under

clause 6.4 or taking any other disciplinary action.

6.10 On termination of your employment, you must immediately hand over responsibilities to a person nominated for that purpose by Micron. You must also deliver to such person all papers, documents and other property of Micron and its Related Companies that may be in your possession, control or power (including but not limited to any phones, computers, vehicles, etc. provided by Micron).

6.11 Termination under **clause 6** does not affect any accrued rights or remedies of Micron in respect of any breach or default by you.

6.12 The rights of termination under **clause 6** apply according to their terms and are not limited by any other term of this Agreement (including implied terms).

6.13 You agree and accept that any statutory or other "last in first out" rule or any modifications thereof will not apply in the event of termination of your employment for any reason whatsoever.

7 What Happens After the Termination of Employment

7.1 If your employment is terminated for any reason Micron may set off any amounts you owe Micron (including deductions for the cost of repair or replacement of property issued to you) against any amounts Micron owes you at the date of termination except for amounts Micron is not entitled by law to set off.

7.2 Your obligations regarding non-disclosure of confidential information, protection of intellectual property, and any other provisions that are meant to survive termination of this Agreement, that are contained in this Agreement or the Confidentiality and Intellectual Property Agreement, will survive the termination of your employment.

8 Remuneration

8.1 Micron may, at its discretion, change the pay components that comprise your Fixed Salary, provided that it may not reduce the amount of your Fixed Salary and the Basic Salary will not in any circumstance comprise less than 50% of your Fixed Salary.

8.2 Micron may recover from your Fixed Salary any overpayments made to you in respect of any payment made to you by Micron.

9 Compliance

The exercise of or compliance with any discretion, right or obligation under this Agreement is subject to compliance with all applicable laws.

10 Data Protection

You consent to Micron holding and processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data" (as defined in the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011) relating to you. You agree to Micron making such information available to third parties on a need to know basis. You also consent to the transfer of such information to Micron's business contacts within or outside India in order to further Micron's business interests.

11 Employee Surveillance

You agree and understand that Micron may use various modes to ensure that the internet communication systems provided to you are used in an appropriate manner. These may include scanning, reading, inspection, scrutiny of emails sent and received and websites visited or created by you. You acknowledge that you do not have any expectation of privacy when using Micron's resources. For the avoidance of doubt, and for the limited purpose of safeguarding Micron's confidential and proprietary information, Micron will have the right to monitor any personal or official e-mail or social media forum that maybe accessible to you from Micron's resources, including but not limited to Gmail, Facebook, Twitter, Instagram, etc. Micron also reserves the right to monitor its employees using various security measures including but not limited to closed circuit television systems. These maybe installed on Micron's premises overtly or covertly to ensure that the employees do not participate or propagate any activities which are or could be prejudicial to Micron's business interests, or which could bring it into disrepute.

12 Warranty

You warrant that:

- you have not entered into, and will not enter into, any agreement in conflict with this Agreement or your employment with Micron;
- you having provided Micron with information that is true and complete in all respects;
- your employment with Micron will not violate any agreement with, or rights of, any third party;
- you have not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding, disciplinary action, governmental or any other investigation

pending or, to the best of your knowledge, threatened against you;

(e) you have not been the subject of any adverse court judgment which threatens your solvency or substantially compromises your financial security.

(f) 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 acting within the scope of your employment or otherwise on behalf of Micron; and

(g) you have not retained anything containing any confidential information of a prior employer or other third party, whether or not created by you.

13 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.

14 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.

15 Additional Remedies

Notwithstanding anything contained in this Agreement, in addition to any remedy available to Micron, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, Micron will be entitled to obtain an injunction against you from a civil court of competent jurisdiction.

16 Successors and Assigns

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

17 Entire Agreement

This Agreement and the Confidentiality and Intellectual Property Agreement:

(a) constitute the entire agreement between the parties as to their subject matter; and

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

18 Headings

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

19 Alteration and Exercise of Rights

This Agreement may only be altered in writing signed by each party. Micron reserves the right, in the event of there being any variance in any terms and conditions of employment or in such policies and direction that may be circulated and communicated to you, to construe such variance in the manner that best reconciles such difference having regard to the objectives and purpose of your employment under this Agreement. Micron's construction and reconciliation of such variance will be final. The exercise of any right or discretion by Micron under this Agreement or in connection with your employment is in its absolute discretion and is not subject to any implied restrictions (including any implied term of mutual trust and confidence).

20 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, India.

21 Definitions

21.1 **Agreement** means these Standard Terms and the accompanying offer letter.

21.2 **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.

21.3 **Related Companies** means Micron's parent and subsidiary companies and corporations, and their respective subsidiary and parent companies and corporations that may be formed from time to time.

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

Name

Signed and Dated (mm/dd/yyyy)



Private & Confidential

15th March 2023

Mr. Santosh Shinde,
Hyderabad

Sub: **Fixed Term Internship Contract**

Dear Santosh,

We are pleased to appoint you on a **Fixed Term Contract** as an Internship in the Dvara E- Registry. The **Fixed Term Internship Contract (FTIC)** is as per the terms and conditions given below:

1. The FTIC is for a period between **20th March 2023 to 20th September 2023**. You will be expected to clock-in 8 hours 30 minutes of productive time every day, Monday through Friday, during the entire span of this full-time internship program based out of Hyderabad. You will report to **Mr. Anil Kumar – Engineering Lead**.
2. Your total base pay will be **INR 25,000 per month/-** for your mentioned duration above.
3. You will be responsible for carrying out your work as assigned to you to the total satisfaction of the management from time to time.
4. You will be punctual and regular in your duties and will not absent yourself without prior permission of the Management.
5. It is important to note that Dvara E-Registry has a documented Human Capital policy, and you will be governed by the policies thereof.
6. You will be expected to use your personal computer during the entire span of this contract as you will be working from office.
7. Notwithstanding the fact that this is an FTIC, this agreement may be terminated before the expiry of the aforesaid fixed period upon either party giving 30 days' notice or salary in lieu thereof.



8. This contract maybe extended at the discretion of the management for a period as mutually agreed upon by both parties.
9. In the event that you leave the Organization you will be governed by the Confidentiality section as mentioned in the HC Policy. In case the above terms and conditions are acceptable to you, please sign and return a copy of this FTC as a token of your acceptance

Yours sincerely,
Dvara E-Registry Pvt Ltd.

Tharakeswar. G
Co – Founder & Interim CEO

I hereby agree with the terms and conditions as mentioned above

Name: _____
DATE: _____

Micron Confidential



B Sathwik Reddy

160119733169

CSE 2

December 02, 2022

B. Sathwik Reddy
 Ft No. 201, Abhinav Residency, Pradhampuri Colony,
 Hyderabad- 500062, Telangana, India.
 ofsa16thwik@gmail.com

Dear B. Sathwik Reddy:

In connection with your practical training as part of your Bachelor's 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 SAP Basis 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 SAP Basis, 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 25 Weeks, 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.

160119733112

CSE-2

M. Sravan Kumar

9390396304

Qualcomm

Qualcomm India Private Limited
 Corporate Identity Number(CIN): U64202DL1996PTC076991
 Registered Office:
 Unit No. 201, 2nd Floor, Tolstoy House
 15, Tolstoy Marg, New Delhi -110001,
 Tel: +91-11-43083550, Fax: +91-11-43083550

June 6, 2023

Sravan Kumar Mustyala
 India

Dear Sravan Kumar,

We believe our employees' ideas can literally change the world - and we see it happen all the time. For more than three decades, we've been a global leader in wireless technology, continually pushing the boundaries of what's possible. We develop products and solutions that make a difference in the lives of people everywhere. By joining the Qualcomm family, you too can play a part in changing the world.

Qualcomm India Private Limited ("Qualcomm") is pleased to extend an offer of employment to you as a(n) Cyber Security Engineer, Associate, reporting to Durga Prasad Adusumalli, Director, Cyber Security, with a start date to be determined.

Your monthly salary will be an amount of INR 69,000.00, details of which are set out in Part 1 of the Annexure.

Qualcomm will provide you the allowances and reimbursements (if any) as indicated in Part 2 of the Annexure to this offer letter, including towards expenses relating to accommodation, conveyance, etc. All payouts including the salary, allowances and reimbursements will be paid less required withholdings and in accordance with the applicable policies and procedures of Qualcomm, as may be amended or modified by Qualcomm from time to time.

Sign-On Bonus

You will be eligible to receive a sign-on bonus of ₹100,000.00 (less required withholdings), payable within the second payroll period of employment and is contingent on you being employed on the date of payment. If you terminate your employment prior to 24 months you agree to repay the full amount of the sign-on bonus on or before your last working day with the company.

Discretionary Annual Rewards

Each employee may also be eligible for certain discretionary annual benefits including performance bonus awards and restricted stock units (RSUs) grants subject to relevant criteria and factors including corporate performance, your team's and your performance. You will be eligible to participate in Qualcomm's Annual Review Process (AR), during which you may receive salary increases, discretionary bonus awards and grants of RSUs. Your discretionary annual bonus target is 5.5% of your base salary which may vary 0-150% based upon your individual contributions and an additional 0-200% based upon corporate financial performance. Your discretionary bonus may also be prorated based on your start date. If your start date is after the eligibility cutoff (generally mid-July), you will not be eligible to participate in this year's AR, but you will be eligible next year. Qualcomm evaluates its compensation and benefits programs on a regular basis, so changes may occur. Further, the AR process is discretionary and subject to change from time to time at the company's discretion.

Benefits Program

We offer a comprehensive benefits package for you and your dependents. A summary of these benefits is available on the Benefits section of our website.

Qualcomm

Place of Work

You will report into Qualcomm's Hyderabad_SEZ office. Qualcomm may, after giving you reasonable notice, transfer or assign your services to any place of business of Qualcomm that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

Qualcomm pans across geographies providing various services to its clients and you may be required to go through appropriate Induction & Orientation along with necessary training program. The training is given to ensure that you are compliant with the best practices followed by Qualcomm- on a worldwide basis.

Qualcomm reserves its rights to transfer or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom Qualcomm may make any such arrangement or agreement. You may also be required on a temporary basis to work at any client premises based in India or overseas.

Relocation

Qualcomm will provide you with a Relocation Package, which includes (i) a one-time lump sum in the amount of INR 50,000.00 (less required withholdings) payable within the first or second payroll period of employment to defray expenses entailed by you for your relocation, and (ii) reimbursement of your relocation expenses comprising of all amounts paid (to you or a third party) by Qualcomm related to your relocation, including but not limited to, shipping costs, airfare, temporary housing, rental car, food, service fee and any miscellaneous expense allowance. If you do not report to your place of work to join employment by the date stipulated by Qualcomm or if your employment with Qualcomm ends before the completion of 24 months from joining for any reason, you agree to repay to Qualcomm the full amount of the total Relocation Package amount on or before your last working day with the company.

Some or all relocation benefits may be taxable. Please note that it is your responsibility to secure income tax advice from your tax consultant or attorney regarding relocation expenses. In the event that Qualcomm directly pays for or reimburses to the employee costs associated with matters like immigration etc., these costs are considered an employee benefit and will be included in the employee's taxable income.

Confidentiality

You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Qualcomm, its parent, subsidiary and affiliated entities which may be known to you or confided in you by any means during the course of your employment with Qualcomm. You will be required to sign the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement with Qualcomm at the time of joining Qualcomm.

Taxes

Taxes will be withheld in accordance with applicable tax laws and you may be required to provide receipts for allowances. You shall be responsible for filing of your personal returns and comply with other requirements under the tax laws of India and any other relevant jurisdiction.

Probationary Period

You will initially be on probation for a period of 180 days from the actual date of your joining with us and will be eligible to be considered for confirmation in the regular service of Qualcomm on completion of the 180 days, unless Qualcomm specifies in writing that your probation period has been extended for such further period as determined by Qualcomm in its sole discretion. The probation period may be curtailed or extended by the management of Qualcomm at its sole discretion without assigning any reasons. Qualcomm may elect to terminate your employment at its sole discretion during the probation period without assigning any reason by providing thirty (30) days prior written notice or payment of a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice in lieu thereof.

You may terminate your employment with Qualcomm during the probation period by providing thirty (30) days prior written notice. The provision of such notice by you is mandatory in all instances of termination of employment by you. If you fail to provide such notice prior to terminating your employment, you will be required to pay Qualcomm a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice based on your gross pay (basic plus allowances).



During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period you will be eligible to be considered for confirmation in the regular service of Qualcomm on such terms and conditions as decided by Qualcomm.

Termination of Employment

After confirmation, your employment with Qualcomm may be terminated by either you or Qualcomm by providing sixty (60) days prior written notice. The provision of such notice by you is mandatory in all instances of termination of employment by you. If you fail to provide such notice prior to terminating your employment, you will be required to pay Qualcomm a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice based on your gross pay (basic plus allowances). Qualcomm however may at its sole discretion terminate your employment prior to the end of the notice period and pay in lieu of such notice gross salary.

Qualcomm reserves the right to terminate your employment (whether you are on probation or in confirmed employment) summarily without notice or payment of a sum in lieu of notice, equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice if it has reasonable grounds, including deficiency in performance, acts of misconduct or negligence as per Qualcomm policy or guidelines, breach of this agreement, Qualcomm policies or any applicable laws.

Without prejudice to the foregoing, Qualcomm reserves the right to terminate your employment (whether you are on probation or in confirmed employment) summarily without notice or payment of a sum in lieu of notice equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice, if you are found to have been charged, or convicted for any crimes or offences against any work colleague or against Qualcomm or for crimes or offences, involving acts against the state, or acts of violence, harassment or harm (including of a sexual nature) against any person or property, at any time during or prior to your employment.

In case of any termination of employment, you agree to release Qualcomm and its parents, subsidiaries, affiliates, directors, employees and agents from all known or unknown, suspected or unsuspected, claims, if any, relating to or arising out of your employment, the cessation of your employment, or from any events, transactions or occurrences between yourself and Qualcomm, including any claims under any state or central employment laws, bye-laws, legislations, rules, notifications, statutes, precedents, practice or custom.

You shall return to Qualcomm all company property in your possession upon the cessation of employment.

Other Acknowledgements and Contingencies

You understand and agree that this offer of employment has been extended to you on the basis (i) of the information/representations made by you in your resume, application and/or documents and information provided by you (which includes information related to criminal records, age, education, experience, skill sets, conduct at the previous workplace, references, address verification etc.); (ii) that your employment with your former employer, if any, has been duly terminated; and (iii) that you have not been charged, arrested or convicted for any crimes or offences, including those involving acts against the state, or acts of violence, fraud, dishonesty, harassment or harm (including of a sexual nature) against any person or property. You understand and agree that this offer, and your employment with Qualcomm is based on all the foregoing being true, valid and accurate at all times after the date of this offer letter, and during your employment. You understand and agree that if any of the foregoing information/representations is or found to be untrue, misleading, inaccurate or inconsistent in any way, at any time after the date of this offer letter, or during your employment, including as a result of any investigation (which may commence prior to, continue or be completed post your joining date) to verify such information and any other inquiries as deemed necessary, this offer may be revoked or your employment may be terminated, without notice or payment in lieu thereof.

You also understand and agree that your employment is contingent upon signing the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement and acknowledging that you have not and will not bring or use, in the performance of your duties for Qualcomm, any proprietary or confidential information of any of your former employers without that former employer's written authorization. You agree and acknowledge that your employment with Qualcomm will not require you to violate any contract, obligation or confidence to any other party. You shall be solely and fully responsible for any costs or consequences that may arise in this connection.

You further acknowledge that Qualcomm will not be responsible for any outstanding salary, compensation, social security benefits, gratuity and other benefits which may be payable to you by your former employer.



Finally, you acknowledge your employment at Qualcomm is contingent on you being able to legally work in India. If, as a condition of your lawful ability to work in India, you are required to submit a Financial Guarantee, and Qualcomm agrees to do so, on your behalf, you must sign a Counter Guarantee which will be provided by Qualcomm.

Employment Rules and Regulations

In addition to the terms and conditions of employment specifically stated herein, you will also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by Qualcomm from time to time. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time including but not limited to work timings. You agree and acknowledge that your employment with Qualcomm is contingent upon compliance with all of the foregoing at all times and any failure to do so shall constitute a breach of this agreement and terms of employment.

Governing law

This offer and the employment agreement resulting from its acceptance shall be governed by and construed in accordance with the laws of India and any matter that may arise out of or in connection here with shall be brought in courts of competent jurisdiction in India, which shall have exclusive jurisdiction.

Entirety

This offer, upon acceptance, constitutes the entire agreement between the parties in relation to the subject matter hereof (except as stated herein) and supersedes any prior communications, writings, manifestations or understandings of any kind, oral or written in connection herewith. No delay or omission on the part of Qualcomm in exercising any of its rights hereunder shall operate as a waiver of such right or of any other right.

Deadline to Accept Offer:

This offer of employment will remain valid until 06/20/2023. Acceptance of this offer is contingent upon receipt of the following documents by the said deadline failing which the offer shall stand withdrawn at Qualcomm's sole discretion:

- Signed copy of this letter
- Agreement regarding Restricted and Embargoed/Sanctioned Countries and Employee Export Written Assurance completed and signed
- Inventions Disclosure, Confidentiality and Proprietary Rights Agreement
- Copy of your passport (if you do not have a passport, please complete the attached Declaration Form)
- Copy of your PAN card & Aadhar card

Qualcomm reserves the right to revoke the offer at its sole discretion at any time before the aforesaid deadline without any further obligation or liability.

You should scan and email signed copies of these documents to Smita Swain at smitaswai@qti.qualcomm.com, and carry your original signed letter on your date of joining and hand over the same to the said recruiter. You will receive copies of these documents in return.

If you have any questions, please do not hesitate to contact Smita Swain at +91 (80) 46173169

Congratulations and welcome to Qualcomm!

Sincerely,



Aarathi Kumar
 Director, Talent Acquisition
 QUALCOMM India Private Limited
 Corporate Identity Number(CIN): U64202DL1996PTC076991
 This document is electronically signed and does not require a physical signature for further authentication.

TERMS OF OFFER ACCEPTED

SIGNATURE: 

PRINT NAME: SRAVAN KUMAR MUSTYALA

DATE: 9th June 2023

PROPOSED START DATE: 3rd July 2023

Annexure to the Appointment letter

India Annexure	Per Annum - CTC (Part 1 below) Rs.	Per Month CTC (Part 1 below) Rs.
Sravan Kumar Mustyala		
Cyber Security Engineer, Associate		
Hyderabad_SEZ		

PART - 1

India Annexure	Per Annum Rs.	Per Month Rs.
Gross Salary	INR 828,000	INR 69,000
Gross Salary Components		
Basic Pay	INR 331,200	INR 27,600
House Rent Allowance	INR 132,480	INR 11,040
Flexible Benefit Plan*	INR 364,320	INR 30,360
Leave Travel Allowance	INR 33,120	INR 2,760
Special Allowanc	INR 331,200	INR 27,600
Gross Salary Sub-Totals	INR 828,000	INR 69,000
Retirals		

Qualcomm

India Annexure	Per Annum Rs.	Per Month Rs.
Employer Contribution to Provident Fund**	INR 39,744	INR 3,312
Gratuity***	INR 15,931	INR 1,328
Retirals Sub-Totals	INR 55,675	INR 4,640
Cost to Company (Salary + Retirals)	INR 883,675	INR 73,640
Company Paid Standard Benefits		
Mediclaim Insurance Premium	INR 41,000	
Personal Accident Insurance Premium	INR 352	
Group Term Life Insurance Premium	INR 2,052	
Total CTC (Gross Salary + Retirals + Co.Pd Std Benefits)	INR 927,079	

* After making elections, all unallocated funds from the Flexible Benefits Plan will be paid out monthly as taxable income under the heading "Special Allowance". Based on employee utilization of funds under elections made, any residual monies will accumulate and will be paid out as taxable income under the heading of "Special Allowance" at the end of the tax year.

** Provident Fund contributions will be as per applicable Provident Fund rules and regulations.

*** Gratuity payable as per Gratuity Policy of Qualcomm.

PART - 2 Additional Benefits

Sign On Bonus	INR 100,000	
Relocation Bonus	INR 50,000.00	

The above mentioned payables are contingent on and subject to the related terms set out in your offer letter.

29th July, 2022 | (Chaitanya Bharathi Institute of Technology (PDO) (Full Time) Final Selects

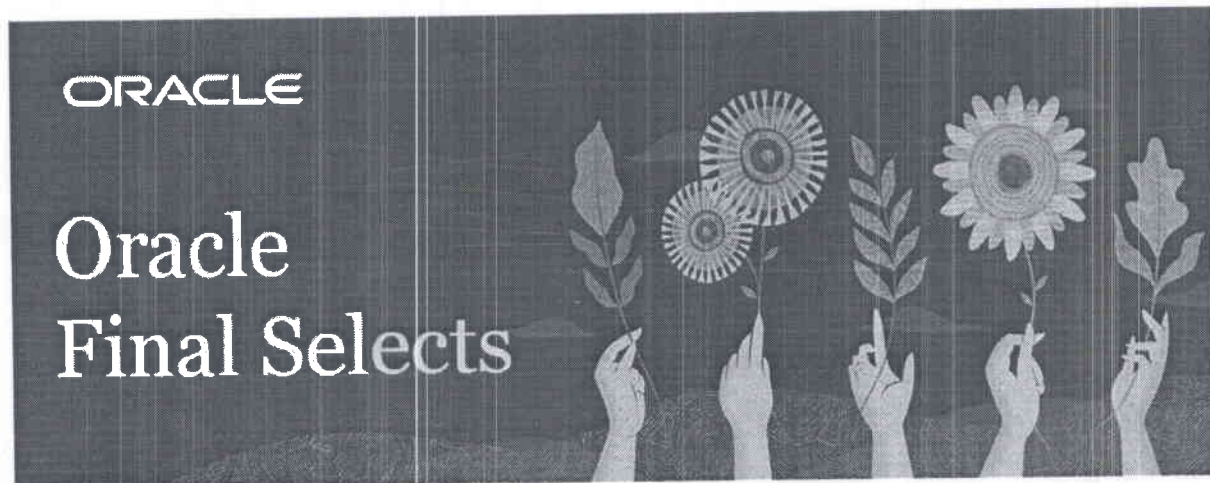
3 messages

Priya Venkataraman <priya.venkataraman@oracle.com>

Fri, Jul 29, 2022 at 9:50 PM

To: "placements@cbit.ac.in" <placements@cbit.ac.in>, Akshitha Singireddy <akshitha1302@gmail.com>

Cc: Jaspreet Walia <jaspreet.walia@oracle.com>, Liya AR <liya.ar@oracle.com>, Ashok Reddy <ashok.ar.reddy@oracle.com>, Chitra Raghav <chitra.raghav@oracle.com>, Sridhar Ramamurthy <sridhar.r.ramamurthy@oracle.com>



Dear Team,

Many thanks for your support for the virtual hiring process.

We take immense pleasure to share the final selects for the role of **Associate Engineer for Oracle PDO group for Full Time hiring** hired in the virtual hiring process held on **29th July, 2022 (Friday)****Final Selects: attached*****Waitlist Candidates:**

Congratulations to all the selects and we will connect with them for next steps.

Kindly share the acceptances of the offered candidates by end of day tomorrow (**30 July**)***Waitlist Policy:- Based on business requirements, wait-listed candidates may be considered. The confirmation will be shared by Oracle only and no action should be taken by the school without consent.**

Application Development Selects													
SL. No	First Name(*)	Last Name(*)	Full Name	Gender(*)	Phone(*)	Email(*)	Current College	UG/PG/Dual	Current Degree	Current Specialization	Current GPA	On a Scale Of	Salary
1	Charan	Bhavaraju	Charan Bhavaraju	Male	9856053448	charanbhavaraju2001@gmail.com	CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY	UG	Bachelor of Engineering	Computer Science and Engineering	8.81	10	INR 17.97 LPA
2	Kritika	Agarwal	Kritika Agarwal	Female	7680812376	ugs19072_it.kritika@cbit.ac.in	CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY	UG	Bachelor of Engineering	Information Technology	9.04	10	INR 17.97 LPA
3	Nishanth	Puppala	Nishanth Puppala	Male	9390524973	nish7p@gmail.com	CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY	UG	Bachelor of Engineering	Information Technology	8.92	10	INR 17.97 LPA
4	SKM	Aqeel	SKM Aqeel	Male	8919394771	ugs19151_it.aqeel@cbit.ac.in	CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY	UG	Bachelor of Engineering	Information Technology	8.4	10	INR 17.97 LPA
5	Sripranav Kumar	Muktevi	Sripranav Kumar Muktevi	Male	9951213368	pranavsri2001@gmail.com	CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY	UG	Bachelor of Engineering	Computer Science and Engineering	9.16	10	INR 17.97 LPA
6	Surya	Kanchiraju	Surya Kanchiraju	Male	7731003360	surya.kanchiraju10@gmail.com	CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY	UG	Bachelor of Engineering	Computer Science	9.12	10	INR 17.97 LPA

Campus Placements - PepsiCo

Moeed, Ahmed (PEP) <Ahmed.Moeed@pepsico.com>
To: Placements HEAD <placements@cbit.ac.in>

Wed, Aug 10, 2022 at 10:40 AM

Hello Sir

PFB the details required

1. Hiring Process – Online Test , Group Discussion , Personal interview , HR round
2. Eligibility Criteria – 80 % in 10th , 12th and graduation (till present semester)
3. Time line - preplacement talk and hiring process - the best slot available
4. Job description and CTC – 1077770 INR

AHMED MOEED

Executive Manager- Talent Acquisition

PepsiCo Global Business Services India LLP15th Floor, Tower 2, GAR Laxmi Infobahn

Kokapet, Hyderabad, 500075, India

Mobile: +91- 9618278000

From: Placements HEAD <placements@cbit.ac.in>
Sent: 04 August 2022 10:42
To: Moeed, Ahmed (PEP) <Ahmed.Moeed@pepsico.com>
Subject: Re: Campus Placements - PepsiCo

WARNING: Email originated outside of PepsiCo.

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 **JD_Final_Campus_v1.docx**
16K

Sl.No.	College	Roll No	Name	Stream	Email	Contact No	Final Status
1	CBIT	160119732008	Khyathi Vardhini Vangala	Civil-1	khyathivardhinivangala@gmail.com	8688533611	Offer
2	CBIT	160119732061	Atufa Tanyeem	Civil-2	atufa1307@gmail.com	7386197042	Offer
3	CBIT	160119733010	Koppala Praneetha	CSE-1	praneetha282@gmail.com	9640550657	Offer
4	CBIT	160119733025	Akshay Somisetty	CSE-1	akshaysomisetty0@gmail.com	7013850548	Offer
5	CBIT	160119733034	Md Sohail	CSE-1	mohammedsohail78490@gmail.com	6304747320	Offer
6	CBIT	160119733035	Mohammed Asim	CSE-1	asimmohammed392@gmail.com	7032673387	Offer
7	CBIT	160119733038	Madagoni Nikhil	CSE-1	nikhilmadagoni2001@gmail.com	8688858478	Offer
8	CBIT	160119733043	Sunkara Rohit	CSE-1	rohitsunkara24@gmail.com	8328117725	Offer
9	CBIT	160119733046	Bheema Sai Vaibhav	CSE-1	bheemasaiVaibhav@gmail.com	9550672721	Offer
10	CBIT	160119733054	N.N.S.C Tagore	CSE-1	naralasetty16shiva@gmail.com	8179583548	Offer
11	CBIT	160119733097	Mohammed Sanan Moinuddin	CSE-2	mohammedsanan18@gmail.com	7337451607	Offer
12	CBIT	160119733103	Koppula Sai Charan	CSE-2	koppulasaicharan001@gmail.com	9618152076	Offer
13	CBIT	160119733114	Surya Pratap	CSE-2	suryapratap9485@gmail.com	7207851893	Offer
14	CBIT	160119733145	Akshith Reddy Ganta V S	CSE-3	ugs19145_cse.akshith@cbit.org.in	7032854041	Offer
15	CBIT	160119733167	T L SAKETH SIDDARTHA	CSE-3	tl.sakethsiddartha@gmail.com	9908258534	Offer
16	CBIT	160119733168	Koka Sashank	CSE-3	kokasashank2002@gmail.com	9959052485	Offer
17	CBIT	160119733017	Sunayana Maddimadugu	CSE-1	maddimadugusunayana@gmail.com	8096726096	Offer
18	CBIT	160119733074	Shreya Yamjala	CSE-2	shreyayamjala@gmail.com	9390519729	Offer
19	CBIT	160119733075	Sravani Narayandas	CSE-2	sravaninarayandas1729@gmail.com	8688649037	Offer
20	CBIT	160119733126	Harika Nallapati	CSE-3	ugs19126_cse.harika@cbit.org.in	9347624804	Offer
21	CBIT	160119733132	Meghana Marampally	CSE-3	marampallymeghana17@gmail.com	9010649639	Offer
22	CBIT	160119733138	Preethi Byra	CSE-3	preethibyra@gmail.com	9390755923	Offer
23	CBIT	160119733141	Shivani Sarikonda	CSE-3	shivanisrinivas9531@gmail.com	9390077612	Offer
24	CBIT	160119733313	Nimmala Bhoom ka	CSE-3	ugs19313_cse.nimmala@cbit.org.in	7095760929	Offer
25	CBIT	160119735008	Jayasree Kolipakula	ECE-1	jayasri.rosary@gmail.com	7680800843	Offer
26	CBIT	160119735009	Lasya Guduru	ECE-1	lasyaguduru02@gmail.com	9390432940	Offer
27	CBIT	160119735025	Sravya Karyampudi	ECE-1	ugs19025_ece.sravya@cbit.ac.in	8332966358	Offer
28	CBIT	160119735061	Akshaya Enjamoori	ECE-2	eniamooriakshaya@gmail.com	9390773675	Offer
29	CBIT	160119735077	Nagelli Sathvika	ECE-2	ugs19077_ece.sathvika@cbit.org.in	9247871198	Offer
30	CBIT	160119735105	Sami Shaik	ECE-2	ugs19105_ece.shaik@cbit.org.in	9133596974	Offer
31	CBIT	160119735107	Srikar thodupunuri	ECE-2	srikarthodupunuri072002@gmail.com	8639251838	Offer
32	CBIT	160119735125	Muthyam Mithila	ECE-3	mithilamuthyam@gmail.com	7569813305	Offer
33	CBIT	160119735129	Podduturi Shailika	ECE-3	shailika.shaili@gmail.com	7032148877	Offer
34	CBIT	160119735150	S Lalith Adithyan	ECE-3	lalithadithyan03@gmail.com	7036342686	Offer
35	CBIT	160119734011	Patil Sai Vaishnav	EEE-1	saivaishnavi2002@gmail.com	9390566504	Offer
36	CBIT	160119734060	Dareddy Thulasi Husen Reddy	EEE-1	dthr.360@gmail.com	8688334881	Offer
37	CBIT	160119734110	Shiva Chetkuri	EEE-1	trineshchetkuri@gmail.com	9390349969	Offer
38	CBIT	160119737048	Santhosh Maroju	IT-1	santhoshmaroju2001@gmail.com	8522882715	Offer
39	CBIT	160119737062	Anusha Bandaru	IT-2	anushabandaru120@gmail.com	9959773492	Offer
40	CBIT	160119737073	Manasa Bedadha	IT-2	ugs19073_it.manasa@cbit.ac.in	9390410617	Offer
41	CBIT	160119737088	Trisha karhale	IT-2	trishakarhale@gmail.com	8688100690	Offer
42	CBIT	160119737145	swetha Gaddam	IT-3	swethareddygaddam17@gmail.com	6302668449	Offer
43	CBIT	160119737170	Shanthan Kumar	IT-3	gshanthan01@gmail.com	9494868432	Offer
44	CBIT	160119737180	Vikas Bhatti	IT-3	vikasbhatti.it@gmail.com	9951067230	Offer
45	CBIT	160119736015	Gottam Anvesh	Mech-1	gottamanvesh555@gmail.com	6302151211	Offer
46	CBIT	160119736032	nikhil kumar nalla	Mech-1	nikhilkumar.nalla10@gmail.com	8074228697	Offer
47	CBIT	160119736040	Gyajangi Sai Manishwar	Mech-1	manishwar.gyajangi@gmail.com	8886444651	Offer
48	CBIT	160119736097	Sai Yasasvi Dutt Malladi	Mech-2	yasasvimalladi06@gmail.com	6309899630	Offer

160119733 115715

Placements HEAD <placements@cbit.ac.in>



Student Database

Madhuri T <madhuri@cloudangles.com>

Tue, Nov 22, 2022 at 3:50 PM

To: ananya reddy vudumula <ugs19063_cse.ananya@cbit.org.in>

Cc: akshitha singireddy <ugs19123_cse.akshitha@cbit.org.in>, "placements@cbit.ac.in" <placements@cbit.ac.in>

Dear Team,

I have released offers to the following students. The offers would have reached their email id through Signaturely.

Pls inform them from your end and ask them sign and submit

Student Name	Stream
Polu Abishek Reddy	EEE
Chakka Lahari	EEE
Lankala Srisanth	EEE
Shinde Santhosh	CSE
Manda Tarun	CSE

Thanks & Regards



Madhuri

+91 9100933753

CloudAngles Confidential

From: Madhuri T

Sent: 17 November 2022 20:07

To: ananya reddy vudumula <ugs19063_cse.ananya@cbit.org.in>

160119733116

Jharun Reddy

2019-2023

CSE - 2

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 blue ink, appearing to read "Jamie", is written over a faint, large, stylized outline of the letter "D".

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.

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;

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

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

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.

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

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.

J.P. Morgan Services India Private Limited
Corporate Identity Number : U72900MH2000PTC124073

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

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



Name: Umamaheshwar
 Roll No: ~~160119933117~~
 Mob No: 8341421728
 Section: CSE-2

Letter of Offer

19th November 2022
 Hyderabad

Dear Mr. Umamaheshwar Eidigi,

Welcome to Brane Enterprises Private Limited (hereinafter interchangeably used as "Brane" or "Organization")!

We are delighted to extend this offer of employment to you for the position of "Associate Solution Leader".

We request you to read this Offer letter and return the enclosed duplicate copy or scanned copy by email in as an **acknowledgement of receipt of it and acceptance of the same on or before 20th November 2022**, failing which this Offer stands cancelled and withdrawn. Brane reserves the right to revoke, withdraw or modify this Offer letter at any time in its sole discretion. Your date of joining should be on or before **1st July 2023** failing which this Offer stands terminated.

Further, on joining Brane, you will be issued an Appointment Letter containing the terms and conditions of your employment with Brane and access to the Organizational policies and guidelines.

You will be working from the Hyderabad office location. However, you may be transferred to other office locations of Brane (or) to its affiliates or subsidiaries, either in India or abroad, as decided by Brane in its sole discretion. Your total C.T.C will be **Rs. 10,00,000/-** and the monthly emoluments before deductions will be **Rs. 79,930/-**. The detailed break up of emoluments and operational details are provided under Annexure-A.

In view of the Organizational needs or corporate restructuring or business considerations, your employment or services can be transferred or assigned by Brane to any of its subsidiaries, affiliate(s), joint venture or group companies as may be deemed fit and proper by Brane. If after issuing this Offer letter, there is any change in the Organizational or corporate set up of Brane, and if it is decided by Brane, then Your Appointment Letter may be issued in the name of any other group Company of Brane referencing this Offer and it shall not be any surprise for you.

The role, in which you join us, is a very important one which will entail dealing with confidential and sensitive data, information and records of the Organization. You will, therefore, be required to sign a "Code of Conduct, Non-Conflict and Confidentiality Agreement" of our Organization at the time of your joining the Organization. As part of your undertaking for the non-compete provision, you shall not take up any work or employment with the competitors of Brane for a period of two(2) years post expiry or earlier termination of your employment with Brane and also as part of your undertaking for non-solicitation provision you shall not solicit or offer employment either directly or indirectly to employees of Brane with any third party or under you for a period of eighteen(18) months post expiry or termination of your employment with Brane. This job requires your fulltime

Brane Enterprises Private Limited

Floor No. 3 & 4, Building No. 3A, Rahe a Mindspace IT Park, Survey No. 64, TSIC, Madhapur, Serilingampally, Mandal,
 Hyderabad- 500081 | CIN: U72900TG2020PTC141392 | Mail: contact@braneenterprises.com | Phone: +91 40 68268700



commitment and during your tenure of employment with us, you are not permitted to take up or participate in any other part time or full-time jobs or assignments or employment.

You shall abide by the rules and regulations, policies of the Organization as may be in force from time to time and if there is any breach or violation of them, it may result in disciplinary and legal actions.

You will be on probation for a period of six (6) months starting from Your joining date with Brane. At the end of the probation period, your performance will be tested and subject to finding it satisfactory, Brane may in its sole discretion confirm Your employment service with it. If you do not pass the test of confirmation, at the discretion of Brane, your probationary period may be extended for an additional time period. You shall be deemed to be on probation until and unless your services are confirmed in writing by Brane. In the event you do not pass the test of confirmation or your conduct and performance are found unsatisfactory either during initial probationary period or during extended probation period your services are liable to be terminated without any notice. Confirmation of Your services with Brane are not automatic and is not a matter of right for you.

Your employment with the Organization can be terminated by either party:

- a) during probation, you may terminate by giving sixty (60) days prior written notice. Company may end your probation and consequently terminate your employment forthwith (or) by giving fifteen (15) days prior written notice.
- b) after confirmation of employment, you may choose to terminate your employment by giving sixty (60) days prior written notice informing Your intent to terminate. Brane may terminate your employment forthwith (or) terminate by giving one (1) month notice (or) by paying one (1) month gross salary in lieu thereof.
- c) Notwithstanding anything contained either in Offer letter or Appointment Letter, Brane reserves its right to terminate forthwith your probation or employment without any notice or without assigning any reasons if in its opinion your probation or continuing you in employment with it is not conducive or is detrimental to the good will or business interests of Brane.

For the purposes of the applicable data protection laws, you agree that personal data or information (including sensitive personal data or information) relating to you which has been or is in the future obtained by Brane may be held and processed by Brane or any of its group company either by computer or manually for all purposes relating to the performance of your contract of employment and for Brane's legitimate business needs and legal obligations including, but not limited to the following:

- i) Administering and maintaining Brane's personnel records.
- ii) Paying and reviewing salary and other remuneration and benefits.
- iii) Providing and administering benefits (including pension) and private medical health insurance (if any applicable).
- iv) Undertaking performance appraisals and reviews and setting performance targets.
- v) Maintaining sickness and other absence records.
- vi) Taking decisions as to your fitness for work.
- vii) Providing references and information to future employers, and if necessary, governmental, and quasi-governmental bodies for social security, income tax, customs and other statutory or legal purposes.

Brane Enterprises Private Limited

Floor No. 3 & 4, Building No. 3A, Raheja Mindspace IT Park, Survey No. 64, TSIC, Madhapur, Serilingampally, Mandal,

Mail: contact@braneenterprises.com | Phone: +91 40 68268700



ANNEXURE-I

1. Working hours and Work Timings:

The general work timings for the office are from 9:15am to 6:45pm, within which the leaders are expected to work diligently for 9 hours. The punch in and punch out timings are taken from the biometric device affixed at the entrance of each premise. The organization shall observe a 5-day week from Monday to Friday.

2. Leaves: You shall be eligible for a total of 21 days leaves in a calendar year. The leaves shall accrue on a monthly basis.

3. Background Verification:

All leaders will be deemed to have been appointed based on representations made and facts disclosed at the time of employment. BRANE has the right to conduct background verification anytime during the leader's employment with the organization. A leader is liable for appropriate action in case of any discrepancy between the claims made by the leader at the time of employment and the facts discovered thereafter.



CTC Per Annum		
Monthly CTC		10,00,000
		83,333

Annexure - A

Name: Umamaheshwar Eidigi	DOJ: 1st July 2023	
Role: Associate Solution Leader		
Location: Hyderabad		
A) Monthly Salary Components	INR P.M.	INR P.A.
Basic		
House Rent Allowance	33,333	3,99,996
LTA	13,333	1,59,996
Telephone Allowance	3,330	39,965
Special Allowance Per Month	1,000	12,000
Monthly emoluments before deductions: (A)	28,934	3,47,203
	79,930	9,59,160
B) Long term Benefits		
Provident Fund (Employer Contribution)		
Gratuity	1,800	21,600
Total(B)	1,603	19,240
	3,403	40,840
COST TO ORGANIZATION (A+B)		10,00,000

*Provident Fund(Employee Contribution) will be deducted from Monthly Gross Salary.

* Income Tax & Professional Tax will be deducted as per the Act.

For Brane Enterprises Private Limited

Authorized Signatory

Accepted

Name & Signature:

Umamaheshwar Eidigi
Umamaheshwar E

Date:

20-11-2022

Name: M. Vishnu Vardhan Reddy

B.E CSE - 2 (2019-2023)

Roll: 160119733120

Mobile: 9989712118

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06/07/2023

VISHNU VARDHAN REDDY MARAM

Hno:6-9-203/1/1, Nagarjuna Bank Colony, Near Sathya Sai Mandhir, Hyderabad Road
Nalgonda, Telangana 508001
India

Dear VISHNU VARDHAN REDDY,

Employment Offer Letter

It is my pleasure to offer you the position of Assoc Software QA Engineer within the Shared Performance QE, with ServiceNow Software Development India Private Limited (the "Company"), on the conditions set out below.

You will be based at Floor 17, Parcel 2, Phase-2, Survey 83/1, Argus Salarpuria Knowledge City, Raidurg Village, Serilingampally Mandal, Rangareddy Dist, Hyderabad – 500081 Telangana, India. Your manager and place of work may change from time to time depending on the needs of the organization and its ability to adapt to market conditions.

This letter summarises some of the headline points but the full details of your employment are documented in the letter of appointment (the "Employment Contract") which is enclosed for your information. Your start date has been tentatively scheduled for 06/26/2023. This offer letter should be read in conjunction with the Employment Contract.

Your annual base salary (total fixed compensation) will be INR 1,050,000.00 per annum, paid in monthly instalments into your bank in arrears on the last working day of each month or on such other date within such month as may otherwise be notified by the Company. The Company shall make such deductions from your remuneration as shall be required by law. The detailed breakup of the Cost to Company is annexed to this Offer Letter as an Annexure.

You will be eligible to participate in the Company's Corporate Incentive Bonus Plan (the "Bonus Plan") and your annual incentive bonus target of INR 105,000.00 which is 10% of your base salary, is payable based upon Company and individual performance. Your eligibility and compensation under the Bonus Plan will be governed under the terms of the Bonus Plan and applicable Company policy, as established from time to time. The payment of any bonus (if any) and its amount shall be at the absolute discretion of the Company. To be eligible to earn and/or receive a bonus payment, you must be actively employed by the Company on the bonus payment date and not have given or received notice of termination (whether lawfully or otherwise) on or before the bonus payment date. The Company reserves the right to review, amend or replace the Bonus Plan at any time. All eligible employees will be notified of such amendment.

You will receive a one-time payment of INR 150,000.00 (gross) to assist in your relocation from your current location to Hyderabad. Relocating requires a substantial investment by ServiceNow. Therefore, if you voluntarily terminate your employment or your employment is terminated by the Company for cause within 12 months of commencement of your employment, you will be required to repay ServiceNow the total gross amount of the Relocation Allowance. For the purpose of this agreement, "Cause" shall mean: (i) your failure to substantially perform your assigned duties, other than failure resulting from your death or complete incapacity due to physical or mental illness or

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- As part of the benefits scheme, the Company will contribute to the Employee Provident Fund Scheme and will also provide all the necessary benefits, including Gratuity as per the prevailing legislation.
- Benefits, if any, which have not been mentioned specifically herein, will be communicated to you periodically by the Company;
- Provision of a company laptop.

This offer is conditional on the following:

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

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

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

I very much hope that you will accept this offer of employment. If you wish to do so, please sign copies of this letter and the enclosed contract of employment and return to Ramesh Mudigiri by email at ramesh.mudhigiri@servicenow.com. This offer is open for you to accept until 10/27/2023, 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 AP



ANNEXURE

Detailed Break Up of the Annual Cost to Company VISHNU VARDHAN REDDY MARAM

Components	Amount INR (Per Annum)
A. Basic salary	INR 420,000.00
B. Flexible Benefit Plan (FBP) *	INR 630,000.00
C. Annual Base Salary (A+B)	INR 1,050,000.00
D. Annual Target Bonus	INR 105,000.00
E. Company's contribution to PF **	INR 50,400.00
F. Company's contribution to Gratuity ***	INR 20,202.00
Total Cost to Company (C +D+ E+ F)	INR 1,225,602.00

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

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

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

For International Worker Only****

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

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



06/07/2023

VISHNU VARDHAN REDDY MARAM

Hno:6-9-203/1/1, Nagarjuna Bank Colony, Near Sathya Sai Mandhir, Hyderabad Road
Nalgonda, Telangana 508001

India

Dear VISHNU VARDHAN REDDY,

Letter of Appointment

We, ServiceNow Software Development India Private Limited bearing Corporate Identification Number (CIN) U72900TG2014FTC092163 (the "**Company**"), are pleased to offer you employment as Assoc Software QA Engineer with the Company upon the following terms and conditions (the "**Agreement**"). This Agreement together with our offer letter dated 06/07/2023 (the "**Offer Letter**") constitutes the terms of your employment. In the event of any conflict with the Offer Letter this Agreement shall prevail.

1 Appointment

- 1.1 This Agreement will commence with effect from 06/26/2023 and shall continue to be in effect unless otherwise terminated in accordance with the terms and conditions herein.
- 1.2 The Company shall have the right, at its sole discretion, to assign you to other tasks, to change the location of the place of work and to modify your reporting and organizational structure as may be reasonably necessary to respond to changing business needs. You will perform all acts, duties and obligations, and will comply with such orders as may be assigned by the Company which are reasonably consistent with your position. The Company may, from time to time, require you to perform duties normally undertaken by other employees or contractors, including different or additional duties, but not duties which you cannot reasonably perform.
- 1.3 The Company may require you (as part of your duties) to perform duties or services not only for Company but also for any Group Company on the instructions of the Company, where such duties or services are of a similar status to or consistent with your position with the Company. The Company may at its sole discretion assign your employment to any Group Company on the same terms and conditions as set out, or referred to, in this Agreement.
- 1.4 "Group Companies" in this Agreement means the Company, its subsidiaries or subsidiary undertakings, any holding company or parent undertaking and any subsidiary or subsidiary undertaking of any holding company or parent undertaking and "Group Company" means any of them.

2. Status of Employment

You will be required to serve a probationary period of six (6) months, during which your employment with the Company may be terminated by either party giving to the other two (2) weeks' written notice or by the Company by paying base salary in lieu thereof at its

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- declared by the Company. All such holidays may be changed from time to time. The Company will publish the list of holidays to be granted in a calendar year before the commencement of that calendar year.
- 5.2 Effective on the date herein and until termination of your employment, you will be treated as having accrued your 15 days' annual leave on a pro-rated basis for each completed month of service in such calendar year, calculated by reference to the date herein or last date at work (as applicable). You will be given encashment of any accrued and accumulated/un-availed annual leave at the time of your exit.
- 5.3 You may be allowed to avail annual leave in advance (i.e., before it accrues to you), up to a maximum of the annual leave entitlement for that calendar year. However, if you have availed annual leaves in excess of your accrued annual leave entitlement, the remuneration paid by the Company in respect of such excess leaves shall be treated as an advance on your salary or as an overpayment, which will be deducted from any sums due to you upon your exit.
- 5.4 All time off must be approved in advance by your manager and submitted in the Company's HR system, and taking time off without such approval shall be treated as unauthorized absence (resulting in loss of pay for such duration). The maximum amount of annual leave that may be taken at any one time is two (2) weeks. In the event of a long-term sickness absence during which you are absent from work for an entire calendar year or any part thereof, you will be deemed to have taken your accrued annual leave on the first fifteen (15) working days of that year or the relevant leave period.
- 5.5 In case of any relocation or transfer, you agree that your annual leave entitlement, national and festival holidays as well as sick and casual leave entitlements (set out below) may be changed by the Company in accordance with the local policies and/or statutory requirements applicable to the place of relocation / transfer.
- 6 Sick and Casual Leave
- 6.1 You shall be entitled to a maximum of twelve (12) days paid sick leave during every twelve months of continuous service in addition to the eligible paid annual leave.
- 6.2 You shall also be entitled to a maximum of twelve (12) days paid casual leave on any reasonable grounds during every twelve months of continuous service in addition to the eligible paid annual leave. The maximum amount of casual leave that may be taken at any one time is three (3) days.
- 6.3 In order to be eligible for paid sick leave or casual leave, you must comply with the requirements of clause 6.4 below.
- 6.4 In the event of absence for the reason of illness or accident (for any unplanned personal emergencies), you shall immediately notify the Company by telephone. Such notice should be provided to your manager before the date of absence where circumstances permit, or as soon as possible on the first day of absence (preferably within one hour of commencement of the Company's business hours, if not earlier). Further, in case the leave availed for these reasons exceeds 3 consecutive days, on the date of return to work, a medical certificate

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

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

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

10 Retirement

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

11 Employee Benefits

You shall be entitled to participate in the employee benefits program, effective from your start date. The terms and conditions of the employee benefit program shall be made available to you shortly after joining. The Company reserves the right to alter the terms of the employee benefits program as required from time to time.

12 Conduct and Discipline

- 12.1 You shall perform such duties as may from time to time be assigned to you and shall comply with all reasonable directions of the Company.
- 12.2 During your employment, you shall well and faithfully serve the Company and use your utmost endeavours to promote its interests and devote the whole of your time, attention and abilities to its affairs during the hours in which you are required to perform your duties.
- 12.3 You shall not, during the continuation of your employment, engage in any other business, vocation, trade, office, employment or activity (whether paid or unpaid), in the absence of prior written approval from the Company (which may be withheld by the Company at its sole discretion). You shall disclose fully to the Company any and all facts and circumstances in respect of which there is or might be, or which may appear to be, a conflict of interest between the Company or any related corporation and you or persons related to you.



- 13.1 Subject to Clause 13.2 below, this Agreement may be terminated by you or by the Company upon giving one (1) month's written notice or by the Company paying one (1) month's basic salary in lieu of notice at its discretion. The Company reserves the right to require you not to attend work and/or not to undertake all or any of your duties of employment during any period of notice (whether given by you or the Company). However, the Company shall continue to pay your salary and contractual benefits whilst you remain employed by the Company.
- 13.2 The Company shall be entitled to terminate your employment immediately upon written notice (but without prejudice to the rights and remedies of the Company for any breach of this Agreement and to your continuing obligations under this Agreement) in any of the following cases:
- 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
- 13.3 Upon ceasing to be employed by the Company, you shall deliver to the Company any equipment, drawings, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to the Company or any reproduction thereof which may have been provided to you during the course of your employment with the Company, and you shall not undertake or cause any action or deed which might in any way affect the Company's reputation or good standing, or those of its products or services.
- 14 Compliance with Applicable Laws
- 14.1 You agree to comply with all applicable laws, regulations and governmental orders of India or any other applicable jurisdiction, now or hereafter in effect, relating to your employment by the Company, including but not limited to any bribery laws. Without limit to the foregoing, you represent and warrant that you have not and shall not at any time during your employment with the Company, pay, give or offer or promise to pay or give any money or any other thing of value, directly or indirectly, to or for the benefit of:
- 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.

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brand name or proposed brand name of any of the Group's products or proposed products, or representing yourself as being connected with or carrying on or continuing the business of any member of the Group or its business for any purpose whatsoever;

- c canvassing or soliciting in the Restricted Territories, in competition with the business of the Company, the custom of any person, firm or company, who was a customer or supplier of the Company at any time within the last 12 months of your employment with the Company (or if the period of the employment is less than 12 months, then this reduced period), or procuring such customer or supplier to reduce or cease to continue its business dealings and/or transactions with the Company or any member of the Group;
- d inducing or seeking to induce any Restricted Employee to cease employment with the Company or any member of the Group or to cease to be engaged, employed or retained by (in any capacity) or otherwise be interested directly or indirectly in any Restricted Business within the Restricted Territories, whether or not such Restricted Employee would thereby commit any breach of his contract of service or employment; or
- e cause or permit any person or company, directly or indirectly, under your control or in which you have any beneficial interests to do any of the foregoing acts or things.

15.2 For the purpose of this Agreement:

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

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

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



- 16.1 You must not at any time during your employment (except so far as may be necessary for the proper performance of your duties) or after the termination of your employment use for any purpose other than any Group Company's business or disclose to any person or body any Confidential Information obtained during your employment.
- 16.2 You must not at any time during your employment improperly use or disclose any proprietary information or trade secrets of any former employer or other person or entity and must not bring onto the premises of the any Group Company any unpublished document or proprietary information or trade secrets of any former employer or other person or entity unless consented to in writing by such employer, person or entity.
- 16.3 For the purpose of this Agreement, "Confidential Information" means any trade secrets or other information which is confidential, commercially sensitive and is not in the public domain relating or belonging to any Group Company including but not limited to information relating to the business methods, corporate plans, management systems, finances, new business opportunities, research and development projects, marketing or sales of any past, present or future product or service, secret formulae, processes, inventions, designs, know-how, discoveries, technical specifications and other technical information relating to the creation, production or supply of any past, present or future product or service of any Group Company, lists or details of clients, potential clients or suppliers or the arrangements made with any client or supplier and any information in respect of which any Group Company owes an obligation of confidentiality to any third party.
- 17 Company Regulations
- During your employment with the Company, you shall observe and comply with all of the rules, regulations and directives of the Company as may from time to time be made or given. The Company shall have the right to alter and amend the rules and regulations of the Company as well as any of the terms of your employment, and such alteration or amendment shall become fully effective and a binding term of your employment upon notification to you.
18. Entire Agreement
- This Agreement, together with the Proprietary Information Agreement for Employees, supersedes any prior agreements, representations and promises of any kind, whether written, oral, express or implied between the parties hereto with respect to the subject matters herein. This Agreement, together with the Proprietary Information Agreement for Employees (see Exhibit A), constitutes the full, complete and exclusive agreement between you and the Company, its officers, employees and related corporations with respect to the subject matters herein.
19. No Breach
- In signing below, you confirm that you are not bound by any prior contract, undertaking, commitment or other obligation which prevents or prohibits you from being employed by the Company and being able to fully and completely perform the services contemplated by this Agreement, nor in fulfilling your duties hereunder will you be breaching any duty of

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- 1.k interference with safety equipment; and
- 1.l intentional or reckless disregard for health and safety rules or procedures.

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

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

21. Notices

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

22. Assignment

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

23. No Waiver

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

24. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of India and both you and the Company agree to be subject to the exclusive jurisdiction of the courts in Hyderabad for the resolution of all disputes arising under this Agreement.



EXHIBIT A

ServiceNow Software Development India Private Limited

Proprietary Information Agreement for Employees

In consideration of my employment with ServiceNow Software Development India Pvt. Ltd (the "Company"), I, VISHNU VARDHAN REDDY MARAM agree as follows:

1. **Proprietary Information**
 - 1.1 I understand that my employment creates a relationship of trust and confidence between me and the Company with respect to Proprietary Information (as hereinafter defined) of the Company, learned or received by me in the course of my employment.



such property upon such termination.

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

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

2. Inventions

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

2.2 Save as expressly disclosed to the Company in writing at the time of execution of this Agreement, I hereby agree and irrevocably assign to the Company any worldwide rights, title or interest in all Inventions, whether or not patentable, copyrightable, or subject to any form of protection, made, created, developed, written, conceived or learned by me in whole or in part, either alone or jointly with others, during the course of my employment with the Company. I further agree that all Inventions shall be the sole property of the Company and its assigns, and the Company and its assigns shall be the sole owner of all patents, copyrights, trade secrets, designs, trademarks, layout-designs and all other industrial or intellectual property rights in connection therewith. I further agree to assist the Company in every proper way (but at the Company's expense) to obtain and from time to time enforce patents, copyrights, trade secrets, designs, trademarks, layout-designs and all other industrial or intellectual property rights in connection with the Inventions in any and all countries, and to that end I will execute all documents necessary:

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- 3.1 I represent that my performance under this Agreement does not and will not breach any agreement to keep in confidence proprietary information or trade secrets, if any, acquired by me in confidence or in trust prior to this Agreement. There are no agreements, written or oral, conveying rights in any research conducted by me. I have not entered into, and I agree that I will not enter into any agreement either written or oral in conflict herewith.
- 3.2 I represent that as part of the consideration for the offer of employment extended to me by the Company, and for my employment and continued employment by the Company, I have not brought and will not bring onto the Company's premises or use in the performance of my duties with the Company any equipment, supplies, facility or trade secret information of any current or former employer or organization to which I provided services which are not generally available to the public, unless I have obtained written authorization for their possession and use.
4. Remedies for Breach
- In recognition of the fact that irreparable injury will result to the Company in the event of a breach of my obligations under this Agreement, that monetary damages for such breach would not be readily calculable, and that the Company would not have an adequate remedy at law therefore, I acknowledge, consent and agree that in the event of such breach, or the threat thereof, the Company shall be entitled, in addition to any other legal remedies and damages available, to specific performance thereof and to temporary and permanent injunctive relief (without the necessity of posting a bond) to restrain the violation or threatened violation of such obligations by me and persons acting for or in connection with me. The Company's right to injunctive relief shall not limit its right to any other remedies, including damages.
5. Modifications
- No modification of this Agreement shall be valid unless made in writing and signed by the parties hereto.
6. Severability
- If any provision of this Agreement should be held by a court of competent jurisdiction to be invalid or in any way unenforceable it shall be severed and the remaining provisions shall not in any way be affected or impaired and this Agreement shall be construed so as to most nearly give effect to the intent of the parties as it was originally executed.
7. Entire Agreement
- This Agreement, together with my Letter of Appointment dated 06/07/2023 supersedes and cancels any and all previous understandings, representations and agreements of whatever nature between me and the Company with respect to the matters covered herein. These Agreements constitute the full, complete and exclusive agreements between me and the Company with respect to the subject matters herein.
8. Successors and Assigns



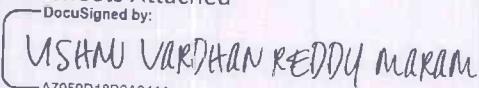
ATTACHMENT 1

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

<u>Sl. No.</u>	<u>Title</u>	<u>Date</u>	<u>Identifying Number or Brief Description</u>
Not Available			

0 No inventions or improvements

0 Additional Sheets Attached

DocuSigned by:

 Signature: _____
A7959D18B0A941A...

Name: VISHNU VARDHAN REDDY MARAM

Date: June 7, 2023 | 22:27:58 PDT



06/07/2023

VISHNU VARDHAN REDDY MARAM
Hno:6-9-203/1/1, Nagarjuna Bank Colony, Near Sathya Sai Mandhir, Hyderabad Road
Nalgonda, Telangana 508001
India

Re: Stock-Based Awards of ServiceNow, Inc. (the "Company")

Dear VISHNU VARDHAN REDDY MARAM:

We are pleased to inform you that we intend to recommend to the Board of Directors (or a committee thereof) of the Company (the "**Board**") that you be granted the equity award or awards identified below (the "**Equity Awards**"). All Equity Awards will be granted under, and subject to the terms and conditions of, the Company's equity incentive plan in effect on the date of grant (the "**Plan**"), as well as the terms and conditions of the award agreement, which will be provided to you as soon as practicable after the grant date and which you will be required to sign or otherwise accept in accordance with the Company's acceptance procedures.

Company Equity

Subject to approval by the Board, management recommends you be granted a restricted stock unit award ("**RSU Award**") to acquire such number of shares of the Company's common stock equal to **USD 15,000.00** divided by the average daily closing price of the Company's common stock on the New York Stock Exchange for the twenty (20) trading days ending on the third trading day immediately prior to the date the RSU Award is granted by the Board (the "**Grant Date**"), rounded up to the nearest whole share (such number of shares, the "**Total Number of Shares**"). Generally, the Grant Date will occur in the calendar month following your start date pursuant to the terms of the Company's Equity Award Policy.

If approved, the RSU Award will vest according to the following schedule:

- If the Total Number of Shares is 48 or greater, the shares subject to the RSU Award will vest in equal quarterly installments over 16 quarters (6.25% each quarter), with the first quarterly vesting to occur in the month of February, May, August or November, whichever arrives first on or after the third month following the Grant Date.
- If the Total Number of Shares is 24 shares or greater but fewer than 48 shares, the shares subject to the RSU Award will vest in equal bi-annual installments over four years (12.5% every other quarter), with the first bi-annual vesting to occur in the month of February, May, August or November, whichever arrives first on or after the sixth month following the Grant Date.
- If the Total Number of Shares is fewer than 24 shares, the shares subject to the RSU Award will vest in equal annual installments over four years (25% each year), with the first annual vesting to occur in the month of February, May, August or November, whichever arrives first on or after the twelfth month following the Grant Date.

No vesting will occur with respect to the RSU Award unless you are employed by or otherwise



Finally, all disputes arising under or relating to the Equity Awards grant and/or the provisions of this letter shall be governed by and construed in accordance with the laws of the state of California, U.S.A. (but not including the choice of law rules thereof). For purposes of litigating any dispute that arises directly or indirectly from the Equity Awards grant and/or the provisions of this letter, you and the Company hereby submit to and consent to the exclusive jurisdiction of the state of California, U.S.A. and agree that such litigation shall be conducted only in the courts of the state of California, or the federal courts for the United States located in the state of California, and no other courts.

By signing and returning this letter, you acknowledge and agree to all of the terms and conditions contained herein.

Sincerely,

ServiceNow, Inc.

Sarah Tilley
Senior Vice President, Global Talent Acquisition

ACKNOWLEDGED AND AGREED:

DocuSigned by:
VISHNU VARDHAN REDDY MARAM
-A7959D18B0A941A...

VISHNU VARDHAN REDDY MARAM

June 7, 2023 | 22:27:58 PDT

Date

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as part of your normal employee file and record, based on such retention policy as may be notified from time to time.

1.e Voluntariness and Consequences of Consent Denial or Withdrawal. Your participation in the Plan and your grant of consent is purely voluntary. You may deny or withdraw your consent at any time. If you do not consent, or if you withdraw your consent, you cannot participate in the Plan. This would not affect your salary as an employee or your career; you would merely forfeit the opportunities associated with the Plan.

1.f Data Subject Rights. You may have a number of rights under data privacy laws in your particular country. Depending on where you are based, your rights may include the right to (a) request access or copies of personal data the Company's processes, (b) rectification of incorrect data, (c) deletion of data, (d) restrictions on processing, (e) portability of data, (f) lodge complaints with competent authorities in his or her country, and/or (g) a list with the names and addresses of any potential recipients of your personal data. To receive clarification regarding your rights or to exercise your rights please contact Stock Plan Administration.

IMPORTANT | JP Morgan Chase & Co. | Final Shortlist for Code for Good event - Chaitanya Bharathi Institute Of Technology

K, Karthik S <karthik.s.k@jpmchase.com>
To: "placements@cbit.ac.in" <placements@cbit.ac.in>
Cc: "Aind, Namrata" <namrata.aind@jpmchase.com>

Mon, May 9, 20

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Dear NLN Reddy Sir,

Greetings from JP Morgan Chase & Co.!

Thank you for your unstinting support to JP Morgan Chase & Co.!

Please find below the Code for Good event shortlist. As a next step, the below students will be invited to participate in our two-day hackathon. We want to reiterate that we will be all our campus hiring for Software Engineer Program through the Code For Good event only. We will not be coming on-campus this year for hiring, hence request you to please ensure that the below shortlisted students attend this hackathon

What is Code for Good?

Code for Good is a hackathon that brings together student technologists and JPMC volunteers together with social good organizations to solve real-world problems using technology. It is our annual hackathon event in which we partner with non-profit organizations to solve real-world problems using technology. Participants come to one of our locations alongside our technology experts in teams to solve real-world problems for nonprofits. You'll gain new skills, learn more about our firm and build your professional network while making a difference for an organization that needs your skills.

Please acknowledge and confirm the participation of all the students by Tuesday, 10th May. Please note post your confirmation on the below list, we will be rolling out a survey to all these students to capture their availability for the event and other key details.

Full Time Opportunity (Class of 2023):

Roll Number	Candidate First Name	Candidate Last Name	Candidate Email Address	College	Candidate Phone Number	Date
160119733121	Aashritha	Rayala	aashritha.rayala99@gmail.com	Chaitanya Bharathi Institute Of Technology	9573309961	11th
160119737062	Anusha	Bandaru	anushabandaru120@gmail.com	Chaitanya Bharathi Institute Of Technology	9959773492	11th
160119737153	Balu	Chander	baludeshamoni@gmail.com	Chaitanya Bharathi Institute Of Technology	8801136794	11th
160119733062	Afrak	Minhaj	afrahminhaj65219@gmail.com	Chaitanya Bharathi Institute Of Technology	8142188761	11th
160119737119	Aitha	Vamshi Krishna	ailha.vamshikrishna8101@gmail.com	Chaitanya Bharathi Institute Of Technology	7993428101	11th
160119733077	Eravelli	Srividya	eravellisrividya@gmail.com	Chaitanya Bharathi Institute Of Technology	8688708273	11th
160119733020	Varsha	Gajula	gajularvarsha359@gmail.com	Chaitanya Bharathi Institute Of Technology	7396872689	11th
160119733122	AKANKSHA	KASTURI	akanksha.kasturi18@gmail.com	Chaitanya Bharathi Institute Of Technology	8247737400	11th
160119737066	Harshitha	Chinthareddy	chinthareddyharshitha@gmail.com	Chaitanya Bharathi Institute Of Technology	9908646610	11th
160119737157	Anirudh	Detha	dethaanirudh01@gmail.com	Chaitanya Bharathi Institute Of Technology	7981612071	11th
160119733058	D	Venkata Sai Durgesh Reddy	deverapallydurgesh@gmail.com	Chaitanya Bharathi Institute Of Technology	8121556188	11th
160119733123	Akshitha	Singireddy	akshitha1302@gmail.com	Chaitanya Bharathi Institute Of Technology	8328533437	11th
160119735129	Podduturi	Reddy	shailika.shaili@gmail.com	Chaitanya Bharathi Institute Of Technology	7032148877	11th
160119733004	KOLAGANI	JERUSHA GRACE	jerushakolagani@gmail.com	Chaitanya Bharathi Institute Of Technology	8977269548	11th
160119733001	Akshitha	Jillella	jillella.akshitha@gmail.com	Chaitanya Bharathi Institute Of Technology	7075946845	11th



160119733122

464

CSE-3

K. Akanksha

8247737400

akanksha.kasturi18@gmail.com

Qualcomm India Private Limited**Corporate Identity Number(CIN): U64202DL1996PTC076991****Registered Office:****Unit No. 201, 2nd Floor, Tolstoy House****15, Tolstoy Marg, New Delhi -110001,****Tel:+91-11-43083550, Fax: +91-11-43083550**

June 6, 2023

Akanksha Kasturi
Hyderabad, India

Dear Akanksha,

We believe our employees' ideas can literally change the world - and we see it happen all the time. For more than three decades, we've been a global leader in wireless technology, continually pushing the boundaries of what's possible. We develop products and solutions that make a difference in the lives of people everywhere. By joining the Qualcomm family, you too can play a part in changing the world.

Qualcomm India Private Limited ("Qualcomm") is pleased to extend an offer of employment to you as a(n) IT Software Developer, Associate , reporting to Sreenivas Kalluri, Director, IT, with a start date to be determined.

Your monthly salary will be an amount of INR 69,000.00, details of which are set out in Part 1 of the Annexure.

Qualcomm will provide you the allowances and reimbursements (if any) as indicated in Part 2 of the Annexure to this offer letter, including towards expenses relating to accommodation, conveyance, etc. All payouts including the salary, allowances and reimbursements will be paid less required withholdings and in accordance with the applicable policies and procedures of Qualcomm, as may be amended or modified by Qualcomm from time to time.

Sign-On Bonus

You will be eligible to receive a sign-on bonus of ₹100,000.00 (less required withholdings), payable within the second payroll period of employment and is contingent on you being employed on the date of payment. If you terminate your employment prior to 24 months you agree to repay the full amount of the sign-on bonus on or before your last working day with the company.

Discretionary Annual Rewards

Each employee may also be eligible for certain discretionary annual benefits including performance bonus awards and restricted stock units (RSUs) grants subject to relevant criteria and factors including corporate performance, your team's and your performance. You will be eligible to participate in Qualcomm's Annual Review Process (AR), during which you may receive salary increases, discretionary bonus awards and grants of RSUs. Your discretionary annual bonus target is 5.5% of your base salary which may vary 0-150% based upon your individual contributions and an additional 0-200% based upon corporate financial performance. Your discretionary bonus may also be prorated based on your start date. If your start date is after the eligibility cutoff (generally mid-July), you will not be eligible to participate in this year's AR, but you will be eligible next year. Qualcomm evaluates its compensation and benefits programs on a regular basis, so changes may occur. Further, the AR process is discretionary and subject to change from time to time at the company's discretion.

Benefits Program

We offer a comprehensive benefits package for you and your dependents. A summary of these benefits is available on the Benefits section of our website.



Place of Work

You will report into Qualcomm's Hyderabad_SEZ office. Qualcomm may, after giving you reasonable notice, transfer or assign your services to any place of business of Qualcomm that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

Qualcomm pans across geographies providing various services to its clients and you may be required to go through appropriate Induction & Orientation along with necessary training program. The training is given to ensure that you are compliant with the best practices followed by Qualcomm- on a worldwide basis.

Qualcomm reserves its rights to transfer or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom Qualcomm may make any such arrangement or agreement. You may also be required on a temporary basis to work at any client premises based in India or overseas.

Relocation

Qualcomm will provide you with a Relocation Package, which includes (i) a one-time lump sum in the amount of INR 50,000.00 (less required withholdings) payable within the first or second payroll period of employment to defray expenses entailed by you for your relocation, and (ii) reimbursement of your relocation expenses comprising of all amounts paid (to you or a third party) by Qualcomm related to your relocation, including but not limited to, shipping costs, airfare, temporary housing, rental car, food, service fee and any miscellaneous expense allowance. If you do not report to your place of work to join employment by the date stipulated by Qualcomm or if your employment with Qualcomm ends before the completion of 24 months from joining for any reason, you agree to repay to Qualcomm the full amount of the total Relocation Package amount on or before your last working day with the company.

Some or all relocation benefits may be taxable. Please note that it is your responsibility to secure income tax advice from your tax consultant or attorney regarding relocation expenses. In the event that Qualcomm directly pays for or reimburses to the employee costs associated with matters like immigration etc., these costs are considered an employee benefit and will be included in the employee's taxable income.

Confidentiality

You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Qualcomm, its parent, subsidiary and affiliated entities which may be known to you or confided in you by any means during the course of your employment with Qualcomm. You will be required to sign the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement with Qualcomm at the time of joining Qualcomm.

Taxes

Taxes will be withheld in accordance with applicable tax laws and you may be required to provide receipts for allowances. You shall be responsible for filing of your personal returns and comply with other requirements under the tax laws of India and any other relevant jurisdiction.

Probationary Period

You will initially be on probation for a period of 180 days from the actual date of your joining with us and will be eligible to be considered for confirmation in the regular service of Qualcomm on completion of the 180 days, unless Qualcomm specifies in writing that your probation period has been extended for such further period as determined by Qualcomm in its sole discretion. The probation period may be curtailed or extended by the management of Qualcomm at its sole discretion without assigning any reasons. Qualcomm may elect to terminate your employment at its sole discretion during the probation period without assigning any reason by providing thirty (30) days prior written notice or payment of a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice in lieu thereof.

You may terminate your employment with Qualcomm during the probation period by providing thirty (30) days prior written notice. The provision of such notice by you is mandatory in all instances of termination of employment by you. If you fail to provide such notice prior to terminating your employment, you will be required to pay Qualcomm a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice based on your gross pay (basic plus allowances).



During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period you will be eligible to be considered for confirmation in the regular service of Qualcomm on such terms and conditions as decided by Qualcomm.

Termination of Employment

After confirmation, your employment with Qualcomm may be terminated by either you or Qualcomm by providing sixty (60) days prior written notice. The provision of such notice by you is mandatory in all instances of termination of employment by you. If you fail to provide such notice prior to terminating your employment, you will be required to pay Qualcomm a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice based on your gross pay (basic plus allowances). Qualcomm however may at its sole discretion terminate your employment prior to the end of the notice period and pay in lieu of such notice gross salary.

Qualcomm reserves the right to terminate your employment (whether you are on probation or in confirmed employment) summarily without notice or payment of a sum in lieu of notice, equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice if it has reasonable grounds, including deficiency in performance, acts of misconduct or negligence as per Qualcomm policy or guidelines, breach of this agreement, Qualcomm policies or any applicable laws.

Without prejudice to the foregoing, Qualcomm reserves the right to terminate your employment (whether you are on probation or in confirmed employment) summarily without notice or payment of a sum in lieu of notice equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice, if you are found to have been charged, or convicted for any crimes or offences against any work colleague or against Qualcomm or for crimes or offences, involving acts against the state, or acts of violence, harassment or harm (including of a sexual nature) against any person or property, at any time during or prior to your employment.

In case of any termination of employment, you agree to release Qualcomm and its parents, subsidiaries, affiliates, directors, employees and agents from all known or unknown, suspected or unsuspected, claims, if any, relating to or arising out of your employment, the cessation of your employment, or from any events, transactions or occurrences between yourself and Qualcomm, including any claims under any state or central employment laws, bye-laws, legislations, rules, notifications, statutes, precedents, practice or custom.

You shall return to Qualcomm all company property in your possession upon the cessation of employment.

Other Acknowledgements and Contingencies

You understand and agree that this offer of employment has been extended to you on the basis (i) of the information/representations made by you in your resume, application and/or documents and information provided by you (which includes information related to criminal records, age, education, experience, skill sets, conduct at the previous workplace, references, address verification etc.); (ii) that your employment with your former employer, if any, has been duly terminated; and (iii) that you have not been charged, arrested or convicted for any crimes or offences, including those involving acts against the state, or acts of violence, fraud, dishonesty, harassment or harm (including of a sexual nature) against any person or property. You understand and agree that this offer, and your employment with Qualcomm is based on all the foregoing being true, valid and accurate at all times after the date of this offer letter, and during your employment. You understand and agree that if any of the foregoing information/representations is or found to be untrue, misleading, inaccurate or inconsistent in any way, at any time after the date of this offer letter, or during your employment, including as a result of any investigation (which may commence prior to, continue or be completed post your joining date) to verify such information and any other inquiries as deemed necessary, this offer may be revoked or your employment may be terminated, without notice or payment in lieu thereof.

You also understand and agree that your employment is contingent upon signing the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement and acknowledging that you have not and will not bring or use, in the performance of your duties for Qualcomm, any proprietary or confidential information of any of your former employers without that former employer's written authorization. You agree and acknowledge that your employment with Qualcomm will not require you to violate any contract, obligation or confidence to any other party. You shall be solely and fully responsible for any costs or consequences that may arise in this connection.

You further acknowledge that Qualcomm will not be responsible for any outstanding salary, compensation, social security benefits, gratuity and other benefits which may be payable to you by your former employer.



Finally, you acknowledge your employment at Qualcomm is contingent on you being able to legally work in India. If, as a condition of your lawful ability to work in India, you are required to submit a Financial Guarantee, and Qualcomm agrees to do so, on your behalf, you must sign a Counter Guarantee which will be provided by Qualcomm.

Employment Rules and Regulations

In addition to the terms and conditions of employment specifically stated herein, you will also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by Qualcomm from time to time. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time including but not limited to work timings. You agree and acknowledge that your employment with Qualcomm is contingent upon compliance with all of the foregoing at all times and any failure to do so shall constitute a breach of this agreement and terms of employment.

Governing law

This offer and the employment agreement resulting from its acceptance shall be governed by and construed in accordance with the laws of India and any matter that may arise out of or in connection here with shall be brought in courts of competent jurisdiction in India, which shall have exclusive jurisdiction.

Entirety

This offer, upon acceptance, constitutes the entire agreement between the parties in relation to the subject matter hereof (except as stated herein) and supersedes any prior communications, writings, manifestations or understandings of any kind, oral or written in connection herewith. No delay or omission on the part of Qualcomm in exercising any of its rights hereunder shall operate as a waiver of such right or of any other right.

Deadline to Accept Offer:

This offer of employment will remain valid until 06/20/2023. Acceptance of this offer is contingent upon receipt of the following documents by the said deadline failing which the offer shall stand withdrawn at Qualcomm's sole discretion:

- Signed copy of this letter
- Agreement regarding Restricted and Embargoed/Sanctioned Countries and Employee Export Written Assurance completed and signed
- Inventions Disclosure, Confidentiality and Proprietary Rights Agreement
- Copy of your passport (if you do not have a passport, please complete the attached Declaration Form)
- Copy of your PAN card & Aadhar card

Qualcomm reserves the right to revoke the offer at its sole discretion at any time before the aforesaid deadline without any further obligation or liability.

You should scan and email signed copies of these documents to Smita Swain at smitaswai@qti.qualcomm.com, and carry your original signed letter on your date of joining and hand over the same to the said recruiter. You will receive copies of these documents in return.

If you have any questions, please do not hesitate to contact Smita Swain at +91 (80) 46173169.

Congratulations and welcome to Qualcomm!

Sincerely,



Aarathi Kumar

Director, Talent Acquisition

QUALCOMM India Private Limited

Corporate Identity Number(CIN): U64202DL1996PTC076991

This document is electronically signed and does not require a physical signature for further authentication.

TERMS OF OFFER ACCEPTED

SIGNATURE: K. Akanksha

PRINT NAME: AKANKSHA KASTURI

DATE: 9th June, 2023

PROPOSED START DATE: 3rd July, 2023

Annexure to the Appointment letter

India Annexure	Per Annum - CTC (Part 1 below) Rs.	Per Month CTC (Part 1 below) Rs.
Akanksha Kasturi		
IT Software Developer, Associate		
Hyderabad_SEZ		

PART - 1

India Annexure	Per Annum Rs.	Per Month Rs.
Gross Salary	INR 828,000	INR 69,000
Gross Salary Components		
Basic Pay	INR 331,200	INR 27,600
House Rent Allowance	INR 132,480	INR 11,040
Flexible Benefit Plan*	INR 364,320	INR 30,360
Leave Travel Allowance	INR 33,120	INR 2,760
Special Allowanc	INR 331,200	INR 27,600
Gross Salary Sub-Totals	INR 828,000	INR 69,000
Retirals		



India Annexure	Per Annum Rs.	Per Month Rs.
Employer Contribution to Provident Fund**	INR 39,744	INR 3,312
Gratuity***	INR 15,931	INR 1,328
Retirals Sub-Totals	INR 55,675	INR 4,640
Cost to Company (Salary + Retirals)	INR 883,675	INR 73,640
<u>Company Paid Standard Benefits</u>		
Mediclaim Insurance Premium	INR 41,000	
Personal Accident Insurance Premium	INR 352	
Group Term Life Insurance Premium	INR 2,052	
Total CTC (Gross Salary + Retirals + Co.Pd Std Benefits)	INR 927,079	

* After making elections, all unallocated funds from the Flexible Benefits Plan will be paid out monthly as taxable income under the heading "Special Allowance". Based on employee utilization of funds under elections made, any residual monies will accumulate and will be paid out as taxable income under the heading of "Special Allowance" at the end of the tax year.

** Provident Fund contributions will be as per applicable Provident Fund rules and regulations.

*** Gratuity payable as per Gratuity Policy of Qualcomm.

PART - 2

Additional Benefits

Sign On Bonus	INR 100,000	
Relocation Bonus	INR 50,000.00	

The above mentioned payables are contingent on and subject to the related terms set out in your offer letter.

CSE-3

S. Akshitha

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.

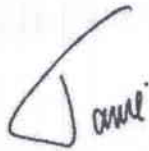
Across our businesses, we continue to deliver record results, innovative products and services for our customers, and great experiences for our employees. Named #1 in *Fortune's* Change the World list, we are focused on helping communities large and small grow around the world. It's an exciting time 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.



J.P.Morgan

13-Mar-2023

Akshitha Singireddy
H.No: 1-2-235 to 241; Itikyala Residency ; Flat No: 103
street No: 7 ;Lane No: 4
-500029
HYDERABAD
Telangana
INDIA

Dear Akshitha Singireddy,

Your Employment by J.P. Morgan

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

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

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

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

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 24-Mar-2023.

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

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

APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2023, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

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

A2. Employment Commencement Date

Your employment is expected to commence on 01-Jun-2023. We will confirm any change to this date to you in writing in advance.

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

A3. Working Hours / Place of Work

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

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

A4. Remuneration

Your total fixed pay will be INR 13,00,000 per annum and comprises the following components:
Rupees p.a.

1. Basic Salary	3,90,000
2. Leave Travel Assistance	40,000
3. House Rent Allowance	1,95,000
4. Provident Fund	46,800
5. Special Allowance	6,28,200
A. Total Fixed Pay	13,00,000

Special Cash Award

As soon as administratively practical and typically within 60 days from your start date, we will pay you a one-time sign-on award of INR 1,50,000, less applicable taxes and deductions.

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

Relocation Lump Sum

You will be paid a one-time Relocation lump sum of INR1,25,000/-, which is taxable and will be paid within a reasonable period after your start date. The relocation lump sum coverage includes the cost of air and tickets, other transportation and hotel stay of your choice.

If you resign or are terminated for any reason other than job elimination (as determined within the company's discretion) within 12 months of your commencement date, you agree to reimburse the Company in full for the amount of any relocation lump sum you have received in connection with this employment offer. This reimbursement shall become due and payable within 30 days of your last day of employment with the Company. Further, the Company may seek reimbursement by withholding any other payments not yet paid to you at the time you leave the firm.

A5. Probationary Period

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

A6. Leave Entitlement

A6.1 Annual Leave

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

A6.2 Other Leave

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

A7. Benefits

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

A8. Retirement Scheme

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

A9. Notice Period

During your probationary period, starting the day you join the Company, either you or the Company may terminate your employment with at least 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 60 Days written notice ("Notice Period") or by the Company making a payment in lieu of Notice Period.

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

APPENDIX B – GENERAL EMPLOYMENT TERMS AND CONDITIONS

B1. Employment

B1.1 Your employment is subject to:

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

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

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

B1.4 Your retirement age will be as per Company's policy and subject to satisfactory completion of your probation period and provided that your employment is not terminated.

B2. Remuneration

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

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

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

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

B3.2 Awards are subject to applicable taxes, the JPMorgan Chase Bonus Recoupment Policy and to the terms and conditions of Award Agreements, which will include recovery provisions, non-solicitation and similar covenants. Awards and payment thereof is conditional upon you being in employment with the Company and not under notice of termination (whether given by you or the Company) at the date of payment of any cash component of the Award. The Award is not pro-rated for the period worked if your employment terminates prior to the payment date.

B3.3 Vesting of Restricted Stock is conditional upon your continued employment as of each vesting date, and the terms and conditions set forth in the associated Award agreement. Stock options or stock appreciation awards will become exercisable on the exercisable dates set forth in the Award agreement(s) conditional on your continued employment as of each exercisable date, and the terms and conditions set forth in the associated Award agreement.

B3.4 The Company has absolute discretion over the payment and amount of any Award to you for any year. If paid, it shall not give rise to any expectation of the Award or the amount in future years of employment. No employee or officer of the Company is authorized to make any oral promises to you about an Award. During your employment any commitment as to an amount or timing of an Award must be in writing signed by a Senior Vice President or Managing Director of the Company and a human resources officer at the level of Vice-President or above. Awards do not form part of your salary for the purposes of pension or termination benefits.

B4. Termination

B4.1 Your employment may be terminated as follows:

- a) By either party giving to the other prior written notice of at least the period specified, as applicable, in paragraph 9 in Appendix A (the "Notice Period"), or by the Company making a payment in lieu of notice for all or part of such Notice Period of an amount equal to basic salary you would have been entitled to receive during the Notice period or part of the Notice Period.
- b) By the Company at any time without notice or compensation if you:
 - i) are guilty of fraud, dishonesty or misconduct which is inconsistent with the due and faithful discharge of your duties;
 - ii) seriously breach the Code of Conduct and any other Company policies;

- iii) disobey the Company's lawful and reasonable instructions/requirements;
- iv) habitually neglect your duties; or
- v) otherwise commit a material or repeated breach of your employment terms or any of the Company's or Group's policies.

B4.2 During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:

- (a) suspend you from the performance of any duties or assign you alternative duties;
- (b) exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
- (c) require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
- (d) require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
- (e) remove your access to the Company premises and computer systems;
- (f) require that you return any property belonging to the Company under paragraph 7 in this Appendix; or
- (g) require you not to do any act or thing, or make or cause to be made, any statement reasonably likely to damage the business or reputation of the Company or the Group.

B4.3 If paragraph 5 of Appendix A states that your employment is subject to probation, your probation period will be the first 3 months of employment, which you agree is reasonable, and fair, in light of the responsibilities of the role.

B4.4 At its sole discretion, the Company may notify you of an extension to your probationary period.

B4.5 All your duties (whether express or implied) under your employment and this letter, including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information shall continue throughout the Notice Period including any period that you are on garden leave.

B4.6 During any Notice Period:

- a) you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
- b) you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and to advise on matters relating to work.
- c) you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or operations of the J.P.Morgan.

B5. Leave

B5.1 Annual Leave

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

B5.2 Sick Leave

Your sick leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time. For the current year, you will be entitled to sick leaves to the extent you have not utilized such leaves while in service with your immediate previous legal entity.

B5.3 Suspension Leave

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

B6. Confidentiality

You acknowledge that a vast amount of privileged and confidential information will be disclosed to you in course of your employment with the Company and during your employment with the Company and thereafter, you shall keep secret and shall not at any time (whether during or after the period of your employment) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods and plans, financial matters, client lists, investments, marketing plans, personnel matters or other information which you knew or reasonably ought to have known to be confidential concerning the business or affairs of the Company or any other member of the Group or any of their related companies, clients or suppliers.

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

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

Company or required by law.

B7. Return of Company Property

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

B8. Post Employment Restrictions

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

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

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

B8.4 In this paragraph B8:

a) "Critical Person" means any person who was an employee or director of the Company or any other Group Company at any time within one year prior to the Relevant Date who had access to trade secrets or confidential information of the Company or any other Group Company. This includes knowledge of, involvement with or influence over suppliers or clients of the Company or any other Group Company with whom you worked at any time during that period.

b) "Group Company" means the Company, its ultimate holding company, any subsidiary of the Company and any holding company from time to time. "Subsidiary" and "holding company" shall have the same meaning as in the relevant companies' legislation.

c) "Restricted Client" means any person:

i) who in the one year before the Relevant Date was a client of, or has dealt with, the Company or any other Group Company; and

ii) with whose custom or business you, or persons reporting to you, were personally involved with during the period of one year prior to the Relevant Date;

iii) but does not include publicly known institutional clients which you serve subsequent to your employment with the Company without the use of confidential or proprietary information of the Company and J.P. Morgan.

- d) "Relevant Date" means the date your employment with the Company or the Group terminates for whatever reason.

BS.5 You acknowledge and agree:

- i. that each of the foregoing paragraphs constitutes an entirely separate and independent restriction on you;
- ii. that the duration, extent and application of each restrictions, obligations and undertakings are reasonable and necessary to protect legitimate interests of the Company and J.P. Morgan, considering, among other things, that the Company has commercial dealings with business partners throughout the world and that you will regularly be dealing with such partners as part of your duties and you understand that it does not by any means prevent you from earning a living in a satisfactory way;
- iii. that, if any such restriction (or parts of a restriction) shall be adjudged by any court of competent jurisdiction to be void or unenforceable, the validity or enforceability of the remaining restrictions (or parts of a restriction) shall remain in full force and effect as if the unenforceable parts had been deleted. Damages may be an inadequate compensation for breach of any of the restrictions in this paragraph and, subject to a court's discretion, in the event of any actual or threatened breach of any provision of this paragraph, you agree that the Company shall be entitled to (on behalf of itself and on behalf of any other Group Company) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you. You expressly submit to the jurisdiction of any court of competent jurisdiction for this purpose, and in the event you receive from any person an offer of employment (whether oral or in writing and whether accepted or not), either during your employment or the continuation in force of all or any of the restrictions applicable to you, whether pursuant to this letter or the Code of Conduct, you shall provide to the person making such an offer of employment a full and accurate copy of the then current restrictions applicable to you.
- iv. that any benefit given or deemed to be given by you to J.P. Morgan under the terms of this paragraph is received and held on trust by the Company for the relevant J.P. Morgan group company. You will enter into appropriate restrictive covenants directly with other J.P. Morgan group companies if asked to do so by the Company.
- v. that your employment with the Company and the compensation paid and/or payable to you by the Company shall be sufficient consideration for the purposes of this clause. You further agree and acknowledge that the limitations as to time and the character or nature placed in this clause are reasonable and fair and will not preclude you from earning a livelihood, nor will they unreasonably impose limitations on your ability to earn a living.
- vi. 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.
- vii. that any breach or threat of breach on your part of any one of such obligations and/or undertakings would cause serious harm to the Company or J.P. Morgan which may then institute any legal recourse against you that is deemed appropriate and/or recourse in damages, without further notice or delay.
- viii. 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.
- ix. in addition, you agree and acknowledge that the potential harm to the Company of the non-enforcement of this clause outweighs any potential harm to you and that you have given careful

consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

B9. Code of Conduct and Staff Regulations and Affirmation

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

- (a) the Code of Conduct (as amended from time to time or superseded). At the time of acceptance of the offer of employment and on a periodic basis, you will be required to sign an affirmation (or reaffirmation) confirming your understanding and compliance with the provisions of the Code of Conduct; and
- (b) the Company's other internal policies and procedures and all relevant policies and procedures for the line of business in which you are to undertake work.

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

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

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

B10. Working Hours

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

B11. Retirement Benefits

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

B12. Miscellaneous

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

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

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

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

B13. Contract Execution

B13.1 You acknowledge and agree that:

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

B14. Governing Law and Jurisdiction

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

APPENDIX D – SPECIFIC CONSENTS

You are required to provide specific consents in accordance with the applicable laws, details of which are provided in Annexure 1 and 2 respectively. It is essential that you carefully read/understand and specifically agree to the same.

Annexure – 1

Please read the following statements carefully. The term "J.P. Morgan" as used in these statements, refers to and is defined as including, either jointly or individually, J.P. Morgan Chase & Co., and/or any of its subsidiaries and affiliates and related body corporates (as defined in the Corporations Act, 2001 (Cw/1h)), and/or their respective officers, agents, or employees.

Verification: The information I have provided in this Statement of Information is accurate to the best of my knowledge and subject to verification. I understand that any untrue statement or misrepresentation of fact in any of these statements to any extent, at J.P. Morgan sole discretion, may be grounds for terminating my employment with J.P. Morgan with immediate effect in accordance with the terms and conditions set out in J. P. Morgan Offer Letter.

Security Procedures: At all times during the performance of services for J.P. Morgan, I shall abide by all applicable J.P. Morgan security standards, guidelines and procedures, including, where applicable, those set forth in J.P. Morgan Data Security Policies and Standards Manual and Technical Users: Security Policies and Standards Manual.

Ownership of Intellectual Property: I hereby agree that J.P. Morgan shall have ownership of the entire rights, title and interest in all inventions, original works of authorship, developments, improvements, technical or other contributions, including computer software and trade secrets, and other works which I make, conceive, create or write, alone or jointly with others, during the course of and within the scope of my employment with J.P. Morgan or within six months after termination of such employment if the same is related to the course of my employment ("Developments"). In connection therewith, I hereby assign to J.P. Morgan, all rights, title and interest in and to the Developments to which I am or may at any time after the date of my employment be

entitled to by virtue of or pursuant to any of the laws in force in any part of the world, whether or not patentable or registrable under copyright or similar laws, which assignment shall include, without limitation, the right to file and prosecute patent applications and copyright registrations in any and all countries and all rights of priority under international conventions. I further acknowledge that all original works of authorship which are made by me (solely or jointly with others) within the scope of and during the period of my employment with J.P. Morgan are protectable by Section 195awa of the Copyright Act, 1968 (Cwith). I agree to keep and maintain complete, adequate and current written records of all Developments and to disclose the same to J.P. Morgan. The records will be in the form of notes, sketches, drawings, and any other format as J.P. Morgan shall reasonably request and/or specify during the term of my employment. I agree to, during and after such period, assist and co-operate fully with J.P. Morgan Chase (entirely at its expense) to do any and all acts to obtain and protect J.P. Morgan rights in the Developments and any copyrights, trademarks, patents, designs, layout-designs, proprietary information, mask work rights or other intellectual property rights relating thereto in any and all countries ("Intellectual Property Rights"), including, the execution of any and all applications, assignments and all other instruments in such manner and at such location which J.P. Morgan shall deem necessary in order to apply for and obtain or assign to J.P. Morgan the Intellectual Property Rights. I understand and agree that all such Developments shall be and remain the property of J.P. Morgan regardless of whether or not patented or registered for copyright and that my obligation to execute or cause to be executed, any instrument or papers shall continue after the termination of my employment with J.P. Morgan.

Moral Rights: I consent to do all such acts and deeds and fully assign to J.P. Morgan any and all moral rights in respect of all Developments and works made or to be made by me in the course of my employment with J.P. Morgan. I agree and acknowledge that I may be required to submit my name, likeness, statements, voice, photographic image, videos and any other information or material ("Material") to J.P. Morgan from time to time in relation to my employment with to J.P. Morgan. I hereby understand, fully agree and freely consent to and I represent and warrant the following to and for the benefit of to J.P. Morgan:

I have full legal authority, including all necessary intellectual property rights, to submit this Material to J.P. Morgan on behalf of myself or anyone depicted in the Material. If this Material contains any name or likeness of an individual under the age of 18 years or an incapacitated adult, I represent and warrant that I have the full legal authority to submit this Material on their behalf.

If I have voluntarily agreed with/been engaged by J.P. Morgan to create any Material, I hereby expressly undertake to hand over all the Material to the designated representative of J.P. Morgan and irrevocably consent to the use, publication, retention and /or destruction of the same by J.P. Morgan. I hereby grant to J.P. Morgan all right, title and interest in and to the Material without royalties or other compensation and agree that J.P. Morgan alone has the exclusive right to create copies of the Material, prepare derivative works based on the Material, distribute copies of the Material and / or publicly display.

In the event I have created the Material, I confirm and agree that the Material is my own original work, is not copied, and does not contain any third-party materials and/or content that I do not have permission to use. I further warrant and represent that the Material is not obscene, defamatory or in breach of any applicable legislation or regulations.

I consent and grant permission to J.P. Morgan and any applicable media agencies acting on behalf of J.P. Morgan, a perpetual, worldwide, non-exclusive, irrevocable, royalty-free license to use, reproduce, distribute and publish the Material or for any other information I provide in any media now or hereinafter developed for any purpose in which J.P. Morgan engages, including any promotion, advertisement or other conduct of trade, without royalties, payment or any other consideration. I irrevocably authorize J.P. Morgan to edit, alter, copy, exhibit, publish or distribute the Material for purposes of publicizing programs on the J.P. Morgan intranet or for any other lawful purpose in India and in any other country. I agree that the Material will not be returned to me. I waive the right to inspect or approve any finished product of the Material, including written or electronic copy, wherein my or that of any person's likeness appears.

I will not hold J.P. Morgan liable or responsible for the Material that are lost, delayed, misdirected or incomplete or cannot be delivered for any technical or other reason. J.P. Morgan shall not be liable for any loss

or damage resulting from submission or publication of the Material.

I, for myself and anyone entitled to act on my behalf, waive and release, to the maximum extent permitted by law, J.P. Morgan from any claims or liabilities of any kind arising in connection with the Material or the use thereof even though that liability may arise out of negligence or carelessness of any such party. This Agreement and Release Form may be asserted as a full and complete defense to, and may be used as the basis for an injunction against any claims, action or lawsuit alleged or brought by me against J.P. Morgan. The rights granted herein shall be binding upon my estate, heirs and assigns.

This Agreement and Release is deemed to be made under and shall be construed according to the laws of India and subject to the exclusive jurisdiction of Mumbai Courts. J.P. Morgan – Pre Employment Screening

Confidentiality of Information: I agree that I shall hold on trust for J.P. Morgan Chase & Co, including its subsidiaries and affiliates (respectively or jointly) (JP Morgan) and shall not use, except for the purposes of the performance of my duties during my employment with J.P. Morgan, or disclose to any other party any Confidential Information (as such term is hereinafter defined) which may be disclosed to or created by me in connection with the course of my employment with J.P. Morgan. As used herein, the term "Confidential Information" means any information which relates to confidential, proprietary and/or trade secret information in oral, demonstrative, written, electronic, graphic or machine readable form contained in any documents, manuals, diskettes and other storage medium including but not limited to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions or security procedures, know-how, inventions, training methods or other information relating to the business and other operations of either J.P. Morgan, any affiliate of J.P. Morgan, or any client, customer or vendor of J.P. Morgan and all copies and reproductions thereof, whether or not owned or developed by J.P. Morgan, except such information which is in the public domain at the time of its disclosure to me or which subsequently enters the public domain other than as a result of a breach of duty on my part. I agree that, upon J.P. Morgan written demand for whatever reason, I shall immediately deliver to J.P. Morgan any and all notes, drawings, documents, manuals, diskettes and other

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copies or excerpts thereof and confirm to J.P. Morgan, in writing, the return or destruction of the same. I acknowledge that my right to retain and/or use the Confidential Information shall terminate forthwith upon J.P. Morgan written demand and I shall immediately cease to use the Confidential Information. The obligations imposed by this clause shall survive the term of my employment with J.P. Morgan with respect to the performance of services, or of my employment or assignment to render services in connection therewith. I understand and agree that any breach of these confidentiality obligations will cause J.P. Morgan irreparable damage and J.P. Morgan shall have the right to enforce the provisions of this paragraph by means of injunctive relief including specific performance.

Annexure- 2

Consent for Use, Transfer and Verification of Personal Data

1. This consent is for collecting, using, holding, receiving, possessing, storing, dealing, transferring, disclosing or handling ("Use") your Personal Information (defined below) (including your Sensitive Personal Data or Information(defined below)) from you (collectively, "Personal Data") in connection and during your employment with J. P. Morgan Services India Private Limited ("Company")("Consent").
2. You understand and give consent that during the course of your employment, whether direct or indirect, the Company will U s e your Personal Data or any other related document/agreement for the purposes set out below or for any purpose ancillary or incidental thereto as may be relevant for the Company for its business purposes in the course of my employment ("Purpose"):
 - 2.1 personnel administration, including administration of certain employee benefits such as medical and

insurance benefits;

- 2.2 processing applications for employment and regulatory licensing (if applicable);
- 2.3 compensation related activities, including reviewing salaries, bonuses and other benefits administration and attachment of wages/salaries to comply with legal obligations;
- 2.4 job grading, recruitment activities and employment background checks;
- 2.5 performance and talent management, consideration for promotion, training, termination or any relevant decision-making for the ongoing management of the employment relationship;
- 2.6 consideration of eligibility and administration of staff loans and other benefits;
- 2.7 training and monitoring compliance with internal policies of the Company, JPMorgan and applicable laws;
- 2.8 internal and inter JPMorgan for matching procedures;
- 2.9 processing payroll or tax or other employment and statutory benefits;
- 2.10 providing employee references (with consent from employee);
- 2.11 complying with mandatory reporting obligations and other legal requirements and disclosures required by law enforcement agencies;
- 2.12 enabling you to discharge your business duties, including to procure a consumer report or an investigative report for;
- 2.13 any other lawful purpose connected with a function or activity of the Company; and/or
- 2.14 any other purpose required under any law for the time being in force.

"Personal Information" means any information that relates to you, which, either directly or indirectly, in combination with other information available or likely to be available with JPMorgan, is capable of identifying you. "Sensitive Personal Data or Information" means such personal information which consists of information relating to your:

- (i) password;
- (ii) financial information such as Bank Account or credit card or debit card or other payment instrument details;
- (iii) physical, physiological and mental health condition;
- (iv) sexual orientation;
- (v) medical records and history;

- (vi) Biometric information;
 - (vii) any detail relating to the above clauses as provided to the Company in relation to your employment or contractual relationship with the Company; and
 - (viii) any of the information received under above clauses by the Company for processing, stored or processed under lawful contract or otherwise.
3. You understand and give consent that your Personal Data collected by the Company will be handled in accordance with the reasonable security practices and policies and procedures of the Company and JPMorgan and that the procedures and policies may change from time to time and that it shall be your responsibility to keep myself updated on the same.
 4. You understand and give consent that the Personal Data collected from you by the Company may be transferred or disclosed by the Company, when such transfer or disclosure of Personal Data is necessary for the Purpose stated in Clause 2 above, to:
 - 4.1 any of its affiliates, subsidiaries, associate companies or branch in the JPMorgan group of companies ("JPMorgan"), whether in India or any other country;
 - 4.2 any agent, contractor, or third party service provider who provides administrative, telecommunications, computer or other services to JPMorgan in connection with the operation of its business;
 - 4.3 any other person under a duty of confidentiality to JPMorgan, which has undertaken to keep such information confidential, including clients of JPMorgan;
 - 4.4 any person seeking employee references;
 - 4.5 any actual or proposed purchaser of all or part of the business of JPMorgan or, in the case of any merger, acquisition or other public offering, the purchaser or subscriber for shares in any entity which is part of JPMorgan;
 - 4.6 third parties in the form of directories of names and office telephone numbers of key officers of JPMorgan for promotional and administrative purpose; and
 - 4.7 any statutory, regulatory, governmental authority, body or association and/or to other third parties where such disclosure is required by applicable law or regulation.
 5. You give consent to the Company, JPMorgan and any adviser, agent, contractor, service provider of JP Morgan or any persons or organizations acting on its behalf, to verify and process information and documentation presented by you or any other third party on your employment application/resume and relating to your engagement with JP Morgan (including Personal Data and complete details of your).
 6. You hereby grant authority for the bearer of this Consent, with immediate effect, to access or be provided with details of your previous employment records held by any company or business for whom you have previously worked.
 7. Upon a request made by you, you may review the Personal Data provided by you to the Company in order to ensure the authenticity of such Personal Data. In the event, any Personal Data provided by you to the Company is found to be inaccurate or deficient, you may request the Company to correct or amend the records as feasible and in accordance with the internal policies and process of the Company. It is your responsibility to keep the Company updated with regard to your Personal Data as and when there is a change in the information provided by you to the Company. The Company shall not be responsible for the

authenticity of the Personal Data provided by you. Failure to provide Personal Data or failure to provide consent to the Company or withdrawal of consent given to the Company required for the Purpose stated in Clause 2 above or such other purpose as the Company may notify to you from time to time may result in the Company being unable to process the job application or continue to have you in employment with the Company or provide employment related benefits.

8. You understand, agree and given your consent to the Company to appoint or replace any person (if any), collecting, processing or retaining the Personal Data in its sole discretion.
9. You agree that you will not withdraw your consent provided hereunder unless the same is communicated to the Company in writing. You further understand and agree that notwithstanding the fact that you may withdraw your consent, the Company (and any entity to which the Company may have transferred the Personal Data to) may need to retain/share/disclose your Personal Data, if required under any law for the time being in force.
10. You understand that the Personal Data collected from you is required in connection you're your employment with the Company. In the event that you withdraw such consent, notwithstanding anything to the contrary that may be contained in any statement, agreement, affirmation, undertaking or letter in regard to your employment with the Company, the Company would have the absolute right to discontinue providing such services/ benefits/ amenities in connection to which the Personal Data was collected and take any other action in this regard on just and reasonable grounds without any further notice or liability.
11. Requests for access to Personal Data or correction of Personal Data, or for information regarding policies and practices of JPMorgan and kinds of Personal Data collected and stored by the Company must be made in writing to accessHR at links to which are available on the Company's Intranet and marked to the attention of the "Data Privacy Officer".
12. You agree that in the event that you have any reasonable queries / objections in relation to any of the aforesaid, you will bring the same to the attention of the Company in writing.

J.P. Morgan Services India Private Limited
Corporate Identity Number : U72900MH2000PTC124073

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

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

Compose

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More

Labels

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NBA C-7

SCR

Fwd: DBS Final Select - Campus Recruitment 2023

External Inbox x

Ankitha Vankudothu <ankitha.vankudothu@gmail.com>
to me

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

From: **Placements HEAD** <placements@cbit.ac.in>

Date: Mon, 16 Jan 2023 at 2:57 PM

Subject: Re: DBS Final Select - Campus Recruitment 2023

To: Reshma DIRISALA_AGS <reshmadirisala@dbb.com>

Cc: Principal CBIT <principal@cbit.ac.in>, varsha g <ugs19020_cse.varsha@cbit.org.in>, Shruthi SINGH_AGS <shruthisingh@dbb.com>, Shantik

Dear Madam,
Namaste & Cordial Greetings!!

Please find the attached file with required details of the selected candidates for your kind information.

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre
Chaitanya Bharathi Institute of Technology (A)
8466997218
9849466587

One attachment • Scanned by Gmail

Sl. No.	Name	Roll No.	Branch	Year	Grade
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Important

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Drafts

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1 of 3,527

Forwarded message — From: Ankitiha Vankudothu <ankitha.vankudothu@gmail.com> Date, Sat, 28 Jan 2023 at 10:48 PM Subject: Re: DBS Tech India Hy

Suhas Vangala <vsuhas118@gmail.com>
to me

1:05 PM (0 minutes ago)

Suhas Vangala
160119733175
CSE-03

Forwarded message
From: **Sathya Vikas PATTABHI_AGS** <sathyavikas@dbi.com>
Date: Fri, Jan 27, 2023, 12:13
Subject: DBS Tech India Hyderabad (Request for documentation) - 2023 SEED Programme
To: vsuhas118@gmail.com <vsuhas118@gmail.com>

Labels

DS LAB MANUAL

NBA C-7

SCR

A close up of a logo Description automatically generated

Dear Suhas Vangala,
Congratulations!
We are delighted to share that you have been shortlisted for **DBS TECH - 2023 SEED Programme**.

Next Steps :

Step 1: We request you to share the below documents for further processing.

- a. Education Qualification copies (Both Marks sheet & Certificate -10th, 12th & Graduation –All Semester Mark Memos till 3.2 or 4.1 (along with supplementary mark memos) }
- b. Scan Copy of Colored Photograph
- c. Pan Card, Passport & Aadhar Copy
- d. Resume (updated)

Step 2 Request to send all the documents in one email in two different ZIP folders { Educational docs, personal info }

Please do not share in RAR or JPG files

Step 3 **Along with the mentioned documents, please fill in the attached candidate application form.**

Kindly share the below details as the same is required for certain mandatory checks as a part of the Hiring process.

Official Name (as per Aadhaar Card):

Fwd: DBS Tech India Hyderabad (Request for documentation) - 2023 SEED Programme

Ankitha Vankudothu <ankitha.vankudothu@gmail.com> to me

Forwarded message

From: Ankitha Vankudothu <ankitha.vankudothu@gmail.com>
Date: Sat, 28 Jan 2023 at 10:48 PM
Subject: Re: DBS Tech India Hyderabad (Request for documentation) - 2023 SEED Programme
To: Sathya Vikas PATTABHI_AGS <sathyavikas@dbis.com>

Labels

DS LAB MANUAL

NBA C-7

SCR

On Fri, Jan 27, 2023 at 11:31 AM Sathya Vikas PATTABHI_AGS <sathyavikas@dbis.com> wrote:



Dear ankitha.vankudothu,
Congratulations!

We are delighted to share that you have been shortlisted for DBS TECH - 2023 SEED Programme.

Next Steps :

Step 1: We request you to share the below documents for further processing.

Compose

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Drafts

More

Fwd: DBS Tech India Hyderabad (Request for documentation) - 2023 SEED Program External inbox x

N Sudheer <sudheerchowdary676@gmail.com>
to me

1:05 PM (0 minutes ago)

Forwarded message

From: **Shruthi SINGH_AGS** <shruthisingh@dbbs.com>
Date: Fri, 27 Jan, 2023, 11:38 am
Subject: DBS Tech India Hyderabad (Request for documentation) - 2023 SEED Program
To: sudheerchowdary676@gmail.com <sudheerchowdary676@gmail.com>
Cc: **Reshma DIRISALA_AGS** <reshmadirisala@dbbs.com>

*N. Sudheer
160119733051
CSE-01*

Labels

DS LAB MANUAL

NBA C-7

SCR

A close up of a logo. Description automatically generated

Dear **Naidu Sudheer**,
Congratulations!
We are delighted to share that you have been shortlisted for **DBS TECH - 2023 SEED Programme**.

Next Steps :

Step 1: We request you to share the below documents for further processing.

- a. Education Qualification copies (Both Marks sheet & Certificate -10th, 12th & Graduation – All Semester Mark Memos till 3.2 or 4.1 (along with supplementary mark memos))
- b. Scan Copy of Colored Photograph
- c. Pan Card, Passport & Aadhar Copy
- d. Resume (updated)

Step 2 Request to send all the documents in one email in two different ZIP folders (Educational docs, personal info)

Please do not share in RAR or JPG files

Step 3 Along with the mentioned documents, please fill in the attached candidate application form.

Kindly share the below details as the same is required for certain mandatory checks as a part of the Hiring process.

Sl. No.	Name	Gender	Email	Phone Number	Institute	Back Logs	Any counter offer (Company)	Counter offer compensation	Updated CGPA	Product/ Service
1	jiyothi swaroopa	Female	jinka.jyothiswaroopa@gmail.com	919390452175	CBIT Hyderabad	No	Prodapt	5.5	8.52	Service
2	ankitha.vankudothu	Female	ankitha.vankudothu@gmail.com	919100184397	CBIT Hyderabad	No	No	Nil	8.31	Nil
3	Shriya Dornala	Female	dornalashriya@gmail.com	918688644933	CBIT Hyderabad	No	No	Nil	8.4	Nil
4	Sharvani G	Female	sharvanireddy219@gmail.com	917095419656	CBIT Hyderabad	No	No	Nil	8.18	Nil
5	Jahnavi Sidda	Female	ugs19132_it.jahnavi@cbit.ac.in	919392808544	CBIT Hyderabad	No	No	Nil	8.03	Nil
6	Sreeja Kumari Pallela	Female	sreejakumari2002@gmail.com	917386075857	CBIT Hyderabad	No	No	Nil	8.01	Nil
7	Rishitha	Female	rishithaerukulla@gmail.com	917337328172	CBIT Hyderabad	No	HSBC	9	8	Product
8	Srija Kotha	Female	srijakotha.24@gmail.com	919177600981	CBIT Hyderabad	No	No	Nil	7.84	Nil
9	Anjila Gurala	Female	anjila.gurala@gmail.com	917032619019	CBIT Hyderabad	No	No	Nil	7.3	Nil
10	Dileep Thoutam	Male	thoutamdileep@gmail.com	919701803366	CBIT Hyderabad	No	Delloite	7.6	8.54	Service
11	Vivek Reddy	Male	pokalavivekreddy9@gmail.com	919553901644	CBIT Hyderabad	No	No	Nil	8.37	Nil
12	Sai Srinivas Anantha	Male	saisrinivasanantha@gmail.com	919666282879	CBIT Hyderabad	No	No	Nil	8.22	Nil
13	Lakshman Gunda	Male	gundalakshman4@gmail.com	917331113317	CBIT Hyderabad	No	No	Nil	7.8	Nil
14	Naidu Sudheer	Male	sudheerchowdary676@gmail.com	918688389731	CBIT Hyderabad	No	Value labs	8	8.91	Service
15	Thota Sai Chetan	Male	t.saichetanpatel@gmail.com	919959971983	CBIT Hyderabad	No	No	Nil	8.79	Nil
16	Karan Singh	Male	9karansinghrajput@gmail.com	918639668891	CBIT Hyderabad	No	Cognizant	4	8.61	Service
17	Kothapally Harish	Male	kothapallyharish2001@gmail.com	916302303318	CBIT Hyderabad	No	Delloite	7	8.53	Service
18	Vishnu Vardhan Chunchu	Male	chunchuvishnuvardhan@gmail.com	919347989220	CBIT Hyderabad	No	No	Nil	8.26	Nil
19	Kottakki Veera Venkata Uday Kiran	Male	udaykiran.k5858@gmail.com	919390318224	CBIT Hyderabad	No	No	Nil	8.45	Nil
20	Shashank Mothkuru	Male	mshashank2403@gmail.com	919030227878	CBIT Hyderabad	No	Invesco	9	8.43	Service
21	Merla Jaswanth	Male	jaswanthmerla2002@gmail.com	919398751803	CBIT Hyderabad	No	Cognizant	4	8.4	Service

22	Suhas Vangala	Male	vsuhas118@gmail.com	916309436567	CBIT Hyderabad	No	Incture	7.25	8.4	Product
23	Lavudya Manoj	Male	manojlavudya3@gmail.com	919390834250	CBIT Hyderabad	No	TCS	4	8.2	Service
24	Mahesh Banoth	Male	banothmahesh789@gmail.com	919390256094	CBIT Hyderabad	No	Cognizant	4	8.3	Service
25	Garigaboina Revanth Sai	Male	revanthgarigaboina@gmail.com	919014552618	CBIT Hyderabad	No	No	Nil	8.15	Nil
26	Ashruth Reddy	Male	ashruthreddy.gangula@yahoo.com	919347433838	CBIT Hyderabad	No	Delloite	7	8.08	Service
27	Vanga Bhagathkumar	Male	bhagathvanga5932@gmail.com	919391095932	CBIT Hyderabad	No	No	Nil	7.68	Nil
28	Manideep udumula	Male	udumulamanideep158@gmail.com	919553601482	CBIT Hyderabad	No	HSBC	9	7.88	Service
29	Ashok Nalla	Male	ashoknalla99@gmail.com	919182864354	CBIT Hyderabad	No	Aveva	6.5	7.78	Product
30	Nithin Thangalapelly	Male	ugs19102_it.nithin@cbit.ac.in	919989116367	CBIT Hyderabad	No	Virtusa	7	7.8	Service
31	BHUTHAM MADHU	Male	madhubhutham09@gmail.com	916303610293	CBIT Hyderabad	No	No	Nil	7.24	Nil
32	kandhuri.srihari	Male	kandhuri.srihari@gmail.com	918688059540	CBIT Hyderabad	No	No	Nil	6.89	Nil

160119733125

kethavath Anusha

CSE-3

anushapatil137@gmail.com



September 28, 2023

Anusha Kethavath

H.No-13-174/2/E,Gouri Shankar Colony,Bc Hostel Backside, Badepally,
Jadcherla, Telangana 509301

Dear Anusha,

Congratulations! We are pleased to offer you admission to Kent State University within the Fashion Design - BA major beginning in the Spring 2024 semester. On behalf of our faculty and staff, welcome to the Kent State University community.

For more than 110 years, Kent State has been helping students just like you earn their degrees and create bright futures. As a newly admitted student to Kent State, there's so much to be excited about – from our nationally ranked degree programs to our award-winning student support services. We can confidently and proudly say that now, more than ever, is the perfect time to be part of the Golden Flashes family.

From the moment you arrive at Kent State until the time you walk across the stage at your commencement ceremony, you're going to feel welcomed, encouraged and supported because everyone at Kent State is dedicated to your success. We can't wait to officially call you a Golden Flash! There is truly something special about being part of the Kent State family.

You will receive information from the I-20 team pertaining to student visa acquisition through email after you receive your Flashline credentials.

We will continue to communicate with you via email regarding your next steps. Congratulations again and welcome to Kent State University. Go Flashes!

Sincerely,

Salma Benhaida

Director, International Recruitment & Admissions



160119733126
BE CSE-3
N. Harika.

February 1, 2023

Harikaa Nallapati

Vrushabadri block flat no 103, Hyderabad nizampet kukatpally Seven hills apartments near holistic hospital HYDERABAD, Telangana 500085
India

Dear Harikaa Nallapati,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad -IND**. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



PRIVATE AND CONFIDENTIAL

February 1, 2023

Harikaa Nallapati
Vrushabadri block flat no 103, Hyderabad nizampet kukatpally Seven hills apartments near
holistic hospital HYDERABAD, Telangana 500085
India

Dear Harikaa,

We are pleased to confirm our offer to join "**PepsiCo Global Business Services India LLP**" ("The Organization") as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day's of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is INR **985,817.00** per annum. This includes statutory retinals. The Target Variable pay offered to you is INR **91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization's annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed

from your Start Date to your termination date and the denominator of which will be 12 (such amount, the "Earned sign-on cash bonus"), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days' notice in writing ("Notice Period"). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or 'Basic Pay' in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

***(This entity is registered with Limited Liability)* LLP Identification Number: AAO-6786**

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000

PEPSICO
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ANNEXURE A

Name of Candidate: Harikaa Nallapati

External Title – Function: Graduate Engineering Trainee-IT

DCJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000

160119733127127

Placements HEAD <placements@cbit.ac.in>

C.B.I.T

E-MAIL & WEB SERVICES

Acmegrade's Proposal for Campus Recruitment- 2023.

acmegrade info <info@acmegrade.com>
To: placements@cbit.ac.in

Wed, Nov 2, 2022 at 1:21 PM

To,
Training & Placement Team,
Chaitanya Bharathi Institute of Technology.

Greetings from ACMEGRADE!

We, at Acmegrade are pleased to inform you that the Proposal attached below is sent for the purpose of Campus Recruitment to hire efficient graduates or freshers in our firm. We wish to discuss the schedule of the Interviews along with the terms and conditions of the placements. We wish to secure capable candidates and guide them to exceed their limits.

We look forward to your Response and cooperation .For further communication please feel free to contact us.

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Thanks & Regards,

Challa Rohit

8884432183

ACMEGRADE<https://acmegrade.com>

The content of this email is confidential and intended for the recipient specified in the message only. It is strictly forbidden to share any part of this message with any third party, without the written consent of the sender. If you have received this message by mistake, please reply to this message and follow with its deletion, so that we can ensure such a mistake does not occur in the future.

 **Acmegrade Placement Proposal with Job Description-'23.pdf**
156K

Sl.No.	Roll No.	Name	Branch	Email Address	Mobile Number
1	160119732012	Kotte Mahitha	Civil-1	mahithakotte90@gmail.com	9390589029
2	160119732034	NIKHIL PATHA	Civil-1	nikhil.patha034@gmail.com	9963590090
3	160119732047	Medisetty Sai Darshan	Civil-1	darshanmedisetty25@gmail.com	8106719164
4	160119732069	K Sai Keertana	Civil-2	ksaikeertana23@gmail.com	9502661484
5	160119732084	AMBATI HARSHA VARDHAN VYAS	Civil-2	HARSHAAMBATI2301@GMAIL.COM	7396176769
6	160119732120	Yuvaraja	Civil-2	yuvarajayalamanchilli@gmail.com	9440235400
7	160119733127	Chowlur Hrudya	CSE-3	chowlurhrudya@gmail.com	9182876223
8	160119733139	Dasari Ravinder Kaveri	CSE-3	dasarikaveri21@gmail.com	8523019985
9	160119734062	Firdous Anjum	EEE-2	firdousanjum.mohd@gmail.com	8688736541
10	160119734067	Munnola Pooja	EEE-2	poojamunnola@gmail.com	6303744697
11	160119735016	Rachel Shanthi	ECE-1	rachelshanthi2221@gmail.com	9502834330
12	160119735050	Nereti Vamsi Vardhan	ECE-1	vamsivardhannereti@gmail.com	7036273046
13	160119735063	J.Ankitha	ECE-2	ankithareddy963@gmail.com	7780242892
14	160119736002	bhavana veeramreddy	Mech-1	ugs19002_mech.bhavana@cbit.org.in	8688482159
15	160119736009	Satvika Netala	Mech-1	savika204@gmail.com	9493150904
16	160119736010	shreya	Mech-1	mshreya1212@gmail.com	9381469557
17	160119736020	Chennamaneni Havish Rao	Mech-1	ch.havishrao@gmail.com	9701111904
18	160119736066	LakshmiPrasanna Kathroju	Mech-2	kathrojulakshmiPrasanna@gmail.com	6304119117
19	160119736069	Nagasree Y	Mech-2	nagasree080@gmail.com	9494349789
20	160119736075	Chinmay Krishna Peri	Mech-2	chinmayperi@gmail.com	9652228646
21	160119736086	Nithin Yavapuram	Mech-2	nithinyavapuram@gmail.com	9704498429
22	160119736113	CHERUKUPALLY UDAYKIRAN REDDY	Mech-2	udaykiranreddy1408@gmail.com	6300187695
23	160119736310	ERVA KIRAN	Mech-2	kirangovardhan2001@gmail.com	9908269477
24	160119737037	Jeevan Kumar Gyni	IT-3	jeevankumar12121@gmail.com	9381312048
25	160119737122	Akshitha Miryala	IT-3	akshithamiryala2112@gmail.com	9390407303
26	160119737318	Marka Meghana	IT-3	markameghanaaa@gmail.com	7993579957
27	160119738001	G Choodamani Chandana	Prod	choodamanichandana@gmail.com	9390368912
28	160119738306	Yantrapati Bhakthsingh	Prod	ybsrise786@gmail.com	8247400560
29	160121672081	MEDHINI HARIKA	MBA	harikamedhini169@gmail.com	9948645328
30	160121672104	INAPARTHY ABHISHIKTH	MBA	abhishikh227@gmail.com	9676692814
31	160121862002	A Shirisha	MCA	ampatishirisha@gmail.com	7036161560
32	160121862006	Bathalapalli Sarang	MCA	bathalapalli9920@gmail.com	9849100994
33	160121862009	shivapriya	MCA	shivapriyabuddolu@gmail.com	6302024065
34	160121862028	KISHAN RANJIT	MCA	ranjit.k3700@gmail.com	8179861664
35	160121862036	L Anantha Lakshmi	MCA	lingala.anantha@gmail.com	9182666409

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 Rasvilas Plot no. D-1,
 District Centre, Saket,
 New Delhi – 110 017
 Phone: 91-11- 46509000
 Fax: 91-11-40574722
 CIN: U74899DL1993PTC051764

Private & Confidential

23 May 2023

Deshmukh Hyndavi

Dear Deshmukh,

D. Hyndavi
 160119733128
 deshmukhyndavi@gmail.com
 BE - CSE - 3
 8309833485

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

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

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

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

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 309,525.16** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within

the parameters of the Relocation Policy.

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

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

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

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

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

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

On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Naga Venkata Eshwar Balanagu (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

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

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

Srihari Beldona
Group Vice President - Human Resources

OFFER LETTER ACCEPTANCE:

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An Employment Agreement which, together with this offer letter, will constitute my formal contract of employment; and
- A separate Proprietary Information Agreement.

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.



The future starts now

Restricted Stock Grant Memorandum

23 May 2023

Dear Deshmukh,

After you begin employment with Oracle, a request for approval will be submitted to the Board of Directors of Oracle Corporation submitted to grant you restricted stock units (RSUs) of Oracle Corporation common stock pursuant to the Oracle Corporation 2020 Equity Incentive Plan (the "Plan"), the number of which shall be calculated as follows:

\$20,000.00 USD divided by the closing sale price of one share of Oracle Corporation common stock as reported on the New York Stock Exchange on the RSU grant date, rounded up to the nearest whole share.

If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.

Required fields are marked with an asterisk.

1

Your Contract

Please review your contract and complete this form. If you wish to discuss any details regarding your contract please contact your Recruiter.

Recruiter Name

Recruiter E-mail Address

Isaac S

ISAAC.S@BARCLAYS.COM



Barclays Global Service Centre Private Limited

DLF IT Park Level 8, Building 9A and B
Nandambakkam Post, Ramapuram,
Mount Poonamallee Road, Manapakkam, Chennai
Tamil Nadu
600089
India
Phone: +91 2261752000

17 May 2023

Juwairiyah .
H No. 5-7-237
Aghapura
Hyderabad - 500089

Dear Juwairiyah,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Head - HR Operations and Payroll

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together comprise your Employment Letter.

Name Juwairiyah .

Employing Company Barclays Global Service Centre Private Limited ("the Company")

Position Your role will be Graduate Analyst, BA3 (or equivalent), or such other role as the Company reasonably decides from time to time.

Start Date 24 July 2023, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.

In addition to the terms set out elsewhere in the Agreement, this offer of employment is contingent upon successful completion of your current degree prior to your anticipated start date. Successful completion of your degree means that it is completed within the specified timelines highlighted in your application and that your final degree classification matches or exceeds the predicted results stated in your application to Barclays. It is your responsibility to inform our recruitment team immediately, if you suspect that your grades will be lower than those predicted. Your start date for the purposes of continuous employment is as set out above

Working Hours

Your hours of work will be an average of 40 per week. Rest intervals and breaks are separate from the 40 hours of work.

The Company is operational 24 hours a day, 365 days a year, so depending on your business function, your working days and hours may involve day and night shifts, and working on weekends/weekly offs and holidays, as permitted under applicable laws. Your manager will inform you if you are required to work in a different shift

You will devote sufficient time to your duties. Subject to applicable laws, you may be required to work such additional hours as are required for the proper performance of your duties as per any applicable Company policy, which may require that you attend the office, or be available to fulfil your function, outside normal hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.

Initial Place of Work

You will initially be based in DLF IT Park, Level 8, Building 9A and B, 1/124, Shivaji Gardens, Moonlight Stop, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Manapakkam, Chennai, Tamil Nadu – 600089, India.

However, your place of work will be determined in line with the requirements of the scheme at Barclays' sole discretion. It is a condition of your employment that you agree that you may be required to work or travel to any branch or office (in India or overseas). Where you are required to work outside of India, additional terms and conditions may apply to your employment, which will be provided at the relevant time.

Probationary Period

Your employment is subject to a probationary period of 6 months, or such additional period as the company may in its discretion consider necessary.

C.B.I.T

E-MAIL & WEB SERVICES

Placements HEAD <placements@cbit.ac.in>

131
160119733130, ~~131~~**Deloitte USI Consulting Test Shortlist || CBIT, Hyderabad**

3 messages

Menon, Hari <harimenon@deloitte.com>

Wed, Aug 24, 2022 at 8:26 AM

To: Placements HEAD <placements@cbit.ac.in>, "prathambunny.19@gmail.com" <prathambunny.19@gmail.com>
 Cc: "Pillay, Kanchan" <kanpillay@deloitte.com>, "., Anand" <anand6@deloitte.com>, Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, "faculty_placementcoordinators@cbit.ac.in" <faculty_placementcoordinators@cbit.ac.in>, "2023placementinfo@cbit.org.in" <2023placementinfo@cbit.org.in>, USI Consulting Campus TA <usiconsultingcampusta@deloitte.com>, "Kapil, Ishani" <ikapil@deloitte.com>

Hi NLN sir and CBIT Team,

Please find attached the test shortlists for Deloitte USI Consulting profile for the event planned on 25th August. As a next step, please help share the resumes in the below format by today 24th August, 3 pm.

Resume format test shortlists

- Resume should be in pdf format
- Resume file should be named as <Candidate Full Name_ College Name>
- Resume should have a candidate's **passport size photograph embedded** in the first page

@prathambunny.19@gmail.com- As discussed, the interview would be hybrid with a combination of in-person and virtual panelists. We will request your help with 15 panel rooms on campus for the in-person interviews.

We will come back to you with a complete agenda by today evening between 5-6 pm as an update on top of this email. Please feel free to reach out to us for any queries.

Thanks & Regards,**Hari Menon**

Deloitte Consulting India Pvt. Ltd. | Talent Acquisition COE

Mobile: +91 9833800736

harimenon@deloitte.com | www.deloitte.com

From: Kapil, Ishani <ikapil@deloitte.com>**Sent:** Tuesday, August 16, 2022 6:59 PM**To:** Placements HEAD <placements@cbit.ac.in>; prathambunny.19@gmail.com

Cc: Pillay, Kanchan <kanpillay@deloitte.com>; ., Anand <anand6@deloitte.com>; Principal CBIT <principal@cbit.ac.in>; Anne Violet CBIT-HR <hr@cbit.ac.in>; faculty_placementcoordinators@cbit.ac.in; 2023placementinfo@cbit.org.in; Chadha, Garima <gchadha@deloitte.com>; USI Consulting Campus TA

Sl.No.	Roll. No.	Name	Branch	email	Phone No.
1	160119802012	Sadia Husaini	Chemical	ugs19012 chem.sadia@cbit.ac.in	9701078477
2	160119802001	Abhitha Suggala	Chemical	ugs19001 chem.abhitha@cbit.ac.in	7032119958
3	160119732015	Pragna Kasarla	Civil-1	ugs19015 civil.pragna@cbit.org.in	8247735089
4	160119733012	Priyanka Modugula	CSE-1	ugs19012 cse.priyanka@cbit.org.in	9390673487
5	160119733014	Saloni Dayal	CSE-1	ugs19014 cse.saloni@cbit.org.in	8830444427
6	160119733023	Abhinav Vanga	CSE-1	ugs19023 cse.abhinav@cbit.org.in	9010626364
7	160119733050	Sravan Kumar	CSE-1	Ugs19050 cse.sravan@cbit.org.in	8688227905
8	160119733029	Dileep Thoutam	CSE-1	ugs19029 cse.dileep@cbit.org.in	9701803366
9	160119733030	Harish Kothapally	CSE-1	ugs19030 cse.harish@cbit.org.in	6302303318
10	160119733049	Roshan Shaik	CSE-1	ugs19049 cse.shaik@cbit.org.in	7989688134
11	160119733056	Uday Kiran Reddy Nallagandla	CSE-1	ugs19056 cse.uday@cbit.org.in	9550251473
12	160119733302	Krishnaveni Oruganti	CSE-1	ugs19302 cse.oruganti@cbit.org.in	7702191779
13	160119733309	Chaithanya Ragula	CSE-2	Ugs19309 cse.ragula@cbit.org.in	7013161083
14	160119733131	Subiya Maheen	CSE-3	ugs19131 cse.md@cbit.org.in	9110702384
15	160119733135	Pooja Koyya	CSE-3	ugs19135 cse.pooja@cbit.org.in	8143107443
16	160119733130	Manasa Maliki Reddy	CSE-3	ugs19130 cse.manasa@cbit.org.in	7995464789
17	160119735001	Akshitha Samgarsu	ECE-1	ugs19001 ece.akshitha@cbit.ac.in	6304410645
18	160119735002	Bhavana Mudimadugula	ECE-1	ugs19002 ece.bhavana@cbit.ac.in	7981347267
19	160119735006	Harshitha Chinthalapelli	ECE-1	Ugs19006 ece.harshitha@cbit.ac.in	8688177873
20	160119735015	Prahasita Sunku	ECE-1	ugs19015 ece.prahasita@cbit.ac.in	7989843960
21	160119735019	sahithi guntha	ECE-1	ugs19019 ece.sahithi@cbit.ac.in	9490693510
22	160119735022	Sanjana Rao Puligilla	ECE-1	ugs19022 ece.sanjana@cbit.ac.in	9390579377
23	160119735023	Shravani Koduru	ECE-1	ugs19023 ece.shravani@cbit.ac.in	9398198345
24	160119735031	Madhu Chennoju	ECE-1	ugs19031 ece.madhu@cbit.ac.in	9542759371
25	160119735039	saipradeep S	ECE-1	ugs19039 ece.sai@cbit.ac.in	8341106099
26	160119735162	Purna Pranith Sai Somavarapu	ECE-1	ugs19162 ece.purna@cbit.ac.in	6300465658
27	160119735080	Sneha Gaddala	ECE-2	ugs19080 ece.sneha@cbit.org.in	9390086469
28	160119735104	Saiteja Gurrarn	ECE-2	ugs19104 ece.saiteja@cbit.org.in	9346181949
29	160119735063	JANKITHA	ECE-2	ugs19063 ece.ankitha@cbit.org.in	7780242892
30	160119735106	G Shashi Yadav	ECE-2	ugs19106 ece.shashi@cbit.org.in	9912954053
31	160119735132	Jahnvi Emmadi Srinivas	ECE-3	ugs19132 ece.srinivas@cbit.ac.in	9100944018
32	160119735174	Sandeep Nagam	ECE-3	https://forms.gle/hcS6SivNJhvgctQn9	9014732515
33	160119735151	Lohith Kumar Yamasani	ECE-3	ugs19151 ece.lohith@cbit.ac.in	6301552968
34	160119734052	KALKURI SHIVA SHANTH	EEE-1	ugs19052 eee.shiva@cbit.org.in	8688756457
35	160119734040	Rishi Praneeth Meesala	EEE-1	Ugs19040 eee.rishi@cbit.org.in	8500109577
36	160119734017	Soumya Medam	EEE-1	Ugs19017 eee.soumya@cbit.org.in	8688141422
37	160119734087	Gaddam Bhargav	EEE-2	bhargavgaddam66@gmail.com	9347920879
38	160119734083	Akshay Marla	EEE-2	ugs19083 eee.akshay@cbit.org.in	9505932630
39	160119734104	RAHUL DHIR	EEE-3	ugs19104 eee.rahul@cbit.org.in	8897464822
40	160119737012	Gorantla Ritika	IT-1	ugs19012 it.ritika@cbit.ac.in	8309660927
41	160119737039	Karthik reddy Pesaru	IT-1	ugs19039 it.karthik@cbit.ac.in	7337430250
42	160119737043	Pramod Reddy Ambati	IT-1	ugs19043 it.pramod@cbit.ac.in	9390095818
43	160119737050	Sathvik Sakinala	IT-1	ugs19050 it.sathvik@cbit.ac.in	8328398726
44	160119737058	Venkata Nikhil Balivada	IT-1	ugs19058 it.venkata@cbit.ac.in	8897915409
45	160119737051	Shiva Kumar Chakali	IT-1	ugs19051 it.shiva@cbit.ac.in	91901043058
46	160119737119	Aitha Vamshi Krishna	IT-2	ugs19119 it.vamshi@cbit.ac.in	7993428101
47	160119737077	Sahithi Chiluveru	IT-2	ugs19077 it.sahithi@cbit.ac.in	8688905939
48	160119737087	Sushma Polisetty	IT-2	ugs19087 it.sushma@cbit.ac.in	7995904594
49	160119737093	Harsha Vardhan Manchala	IT-2	ugs19093 it.harsha@cbit.ac.in	9390685811
50		Pranav Kumar Konanki	IT-2	ugs19106 it.pranav@cbit.ac.in	9390783743
51	160119737097	Kranthi Kumar Reddy Bontha	IT-2	ugs19097 it.kranthi@cbit.ac.in	9347154879
52	160119737108	Sai pranav Varala	IT-2	ugs19108 it.sai@cbit.ac.in	6300842987

Deloitte.**Deloitte Consulting India Private Limited**
Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga
Reddy District, Hyderabad - 500032, Telangana, India**Tel: +91 040 67621000**
www.deloitte.com

May 29, 2023

Ms. Md Subiya Maheen
H.No: 1-1-16/1 Ganesh Nagar, Near Rtc Bus Stand,
Mahabubabad, 506101
India**Subject: Offer of Employment****Dear Md Subiya Maheen:**

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

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

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

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

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

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Gurugram and Bengaluru.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Md Subiya, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:
Pooja Madhani
796E2923FD4440C...
By: _____
Signature

Authorized Signatory

Acceptance

I, **Md Subiya**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.29 14:55:27 -07:00

**PEPSICO****PRIVATE AND CONFIDENTIAL**

January 17, 2023

Meghana Marampally
plot no. 38 and 42 part vasavi nagarhyderabad, Telangana 500010
India

Dear Meghana,

We are pleased to confirm our offer to join "**PepsiCo Global Business Services India LLP**" ("The Organization") as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day's of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is **INR 985,817.00** per annum. This includes statutory retivals. The Target Variable pay offered to you is **INR 91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization's annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed from your Start Date to your termination date and the denominator of which will be 12

(such amount, the "Earned sign-on cash bonus"), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days' notice in writing ("Notice Period"). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or 'Basic Pay' in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

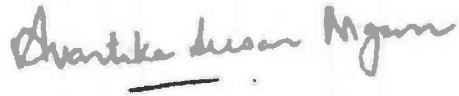
13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,



Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



PEPSICO

PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Meghana Marampally
External Title – Function: Graduate Engineering Trainee-IT
DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

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Telangana 500075. Tel: +91 40 7136 9000

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.



Velapandula Nanditha

9572507534

160119722133

ugsi9133_cse.nanditha@cbit.org.in

BE-CSE-3, 2023 batch

APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2023, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

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

A2. Employment Commencement Date

Your employment is expected to commence on 01-Jun-2023. We will confirm any change to this date to you in writing in advance.

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

A3. Working Hours / Place of Work

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

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

A4. Remuneration

Your total fixed pay will be INR 13,00,000 per annum and comprises the following components:
Rupees p.a.

1. Basic Salary	3,90,000
2. Leave Travel Assistance	40,000
3. House Rent Allowance	1,95,000
4. Provident Fund	46,800
5. Special Allowance	6,28,200
A. Total Fixed Pay	13,00,000

Special Cash Award

As soon as administratively practical and typically within 60 days from your start date, we will pay you a one-time sign-on award of INR 1,50,000, less applicable taxes and deductions.

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

APPENDIX B – GENERAL EMPLOYMENT TERMS AND CONDITIONS

B1. Employment

B1.1 Your employment is subject to:

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

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

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

B1.4 Your retirement age will be as per Company's policy and subject to satisfactory completion of your probation period and provided that your employment is not terminated.

B2. Remuneration

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

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

B2.3 Any payment of salary or bonus by, or other sum due to you from the Company shall be subject to any

- iii) disobey the Company's lawful and reasonable instructions/requirements;
- iv) habitually neglect your duties; or
- v) otherwise commit a material or repeated breach of your employment terms or any of the Company's or Group's policies.

B4.2 During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:

- (a) suspend you from the performance of any duties or assign you alternative duties;
- (b) exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
- (c) require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
- (d) require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
- (e) remove your access to the Company premises and computer systems;
- (f) require that you return any property belonging to the Company under paragraph 7 in this Appendix; or
- (g) require you not to do any act or thing, or make or cause to be made, any statement reasonably likely to damage the business or reputation of the Company or the Group.

B4.3 It paragraph 5 of Appendix A states that your employment is subject to probation, your probation period will be the first 3 months of employment, which you agree is reasonable, and fair, in light of the responsibilities of the role.

B4.4 At its sole discretion, the Company may notify you of an extension to your probationary period.

B4.5 All your duties (whether express or implied) under your employment and this letter, including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information shall continue throughout the Notice Period including any period that you are on garden leave.

B4.6 During any Notice Period:

- a) you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
- b) you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and to advise on matters relating to work.
- c) you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or operations of the J.P.Morgan.

B5. Leave

Company or required by law.

B7. Return of Company Property

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

B8. Post Employment Restrictions

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

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

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

B8.4 In this paragraph B8:

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

consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

B9. Code of Conduct and Staff Regulations and Affirmation

- B9.1 It is a condition of your continuing employment and it is your obligation that you comply with:
- (a) the Code of Conduct (as amended from time to time or superseded). At the time of acceptance of the offer of employment and on a periodic basis, you will be required to sign an affirmation (or reaffirmation) confirming your understanding and compliance with the provisions of the Code of Conduct; and
 - (b) the Company's other internal policies and procedures and all relevant policies and procedures for the line of business in which you are to undertake work.
- B9.2 The Company shall be entitled at any time to amend the Company's internal policies and procedures (including but not limited to the Code of Conduct), the benefits set out in the Appendices and other staff regulations, as well as to put in place new policies as the Company sees fit. Any such amendments shall be notified in writing to each employee and shall on provision of such notice, become legally binding.
- B9.3 The Company's Human Resources work policies are set out in the mc@jprmc website, as amended from time to time. Please take time to familiarise yourself with these policies when you begin your employment.
- B9.4 To the extent that the contents of policies or procedures refer to obligations on the Company, you agree that they are guides only and are not contractual terms, conditions or representations on which you rely.

B10. Working Hours

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

B11. Retirement Benefits

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

B12. Miscellaneous

- B12.1 This letter represents the entire agreement between the parties with respect to your employment by the Company and supersedes any previous written or oral agreement between the parties in relation to the matters dealt with in it. You acknowledge that you have not been induced to enter into this letter by any representation, warranty or undertaking not expressly incorporated into it.
- B12.2 If any paragraph (or part of any paragraph) of this letter is invalid or unenforceable, the validity or enforceability of the remaining paragraphs (or parts of a paragraph) shall not be affected and the other paragraph (or parts of a paragraph) shall remain in full force and effect as if the invalid or unenforceable parts had been deleted. This letter shall remain in full force and effect and survive the termination of your employment for any reason whatsoever.

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:

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.

APPENDIX D – SPECIFIC CONSENTS

You are required to provide specific consents in accordance with the applicable laws, details of which are provided in Annexure 1 and 2 respectively. It is essential that you carefully read/understand and specifically agree to the same.

Annexure – 1

Please read the following statements carefully. The term "J.P. Morgan" as used in these statements, refers to and is defined as including, either jointly or individually, J.P. Morgan Chase & Co., and/or any of its subsidiaries and affiliates and related body corporates (as defined in the Corporations Act, 2001 (Cwth)), and/or their respective officers, agents, or employees.

Verification: The information I have provided in this Statement of Information is accurate to the best of my knowledge and subject to verification. I understand that any untrue statement or misrepresentation of fact in any of these statements to any extent, at J.P. Morgan sole discretion, may be grounds for terminating my employment with J.P. Morgan with immediate effect in accordance with the terms and conditions set out in J.P. Morgan Offer Letter.

Security Procedures: At all times during the performance of services for J.P. Morgan, I shall abide by all applicable J.P. Morgan security standards, guidelines and procedures, including, where applicable, those set forth in J.P. Morgan Data Security Policies and Standards Manual and Technical Users Security Policies and Standards Manual.

Ownership of Intellectual Property: I hereby agree that J.P. Morgan shall have ownership of the entire rights, title and interest in all inventions, original works of authorship, developments, improvements, technical or other contributions, including computer software and trade secrets, and other works which I make, conceive, create or write, alone or jointly with others, during the course of and within the scope of my employment with J.P. Morgan or within six months after termination of such employment if the same is related to the course of my employment ("Developments"). In connection therewith, I hereby assign to J.P. Morgan, all rights, title and interest in and to the Developments to which I am or may at any time after the date of my employment be

or damage resulting from submission or publication of the Material.

I, for myself and anyone entitled to act on my behalf, waive and release, to the maximum extent permitted by law, J.P. Morgan from any claims or liabilities of any kind arising in connection with the Material or the use thereof even though that liability may arise out of negligence or carelessness of any such party. This Agreement and Release Form may be asserted as a full and complete defense to, and may be used as the basis for an injunction against any claims, action or lawsuit alleged or brought by me against J.P. Morgan. The rights granted herein shall be binding upon my estate, heirs and assigns.

This Agreement and Release is deemed to be made under and shall be construed according to the laws of India and subject to the exclusive jurisdiction of Mumbai Courts. J.P. Morgan – Pre Employment Screening

Confidentiality of Information: I agree that I shall hold on trust for J.P. Morgan Chase & Co, including its subsidiaries and affiliates (respectively or jointly) (JP Morgan) and shall not use, except for the purposes of the performance of my duties during my employment with J.P. Morgan, or disclose to any other party any Confidential Information (as such term is hereinafter defined) which may be disclosed to or created by me in connection with the course of my employment with J.P. Morgan. As used herein, the term "Confidential Information" means any information which relates to confidential, proprietary and/or trade secret information in oral, demonstrative, written, electronic, graphic or machine readable form contained in any documents, manuals, diskettes and other storage medium including but not limited to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions or security procedures, know-how, inventions, training methods or other information relating to the business and other operations of either J.P. Morgan, any affiliate of J.P. Morgan, or any client, customer or vendor of J.P. Morgan and all copies and reproductions thereof, whether or not owned or developed by J.P. Morgan, except such information which is in the public domain at the time of its disclosure to me or which subsequently enters the public domain other than as a result of a breach of duty on my part. I agree that, upon J.P. Morgan written demand for whatever reason, I shall immediately deliver to J.P. Morgan any and all notes, drawings, documents, manuals, diskettes and other

copies or excerpts thereof and confirm to J.P. Morgan, in writing, the return or destruction of the same. I acknowledge that my right to retain and/or use the Confidential Information shall terminate forthwith upon J.P. Morgan written demand and I shall immediately cease to use the Confidential Information. The obligations imposed by this clause shall survive the term of my employment with J.P. Morgan with respect to the performance of services, or of my employment or assignment to render services in connection therewith. I understand and agree that any breach of these confidentiality obligations will cause J.P. Morgan ineparable damage and J.P. Morgan shall have the right to enforce the provisions of this paragraph by means of injunctive relief including specific performance.

Annexure- 2

Consent for Use, Transfer and Verification of Personal Data

1. This consent is for collecting, using, holding, receiving, possessing, storing, dealing, transferring, disclosing or handling ("Use") your Personal Information (defined below) (including your Sensitive Personal Data or Information(defined below)) from you (collectively, "Personal Data") in connection and during your employment with J. P. Morgan Services India Private Limited ("Company")("Consent").
2. You understand and give consent that during the course of your employment, whether direct or indirect, the Company will Use your Personal Data or any other related document/agreement for the purposes set out below or for any purpose ancillary or incidental thereto as may be relevant for the Company for its business purposes in the course of my employment ("Purpose"):
 - 2.1 personnel administration, including administration of certain employee benefits such as medical and

- (vi) Biometric information;
 - (vii) any detail relating to the above clauses as provided to the Company in relation to your employment or contractual relationship with the Company; and
 - (viii) any of the information received under above clauses by the Company for processing, stored or processed under lawful contract or otherwise.
3. You understand and give consent that your Personal Data collected by the Company will be handled in accordance with the reasonable security practices and policies and procedures of the Company and JPMorgan and that the procedures and policies may change from time to time and that it shall be your responsibility to keep myself updated on the same.
 4. You understand and give consent that the Personal Data collected from you by the Company may be transferred or disclosed by the Company, when such transfer or disclosure of Personal Data is necessary for the Purpose stated in Clause 2 above, to:
 - 4.1 any of its affiliates, subsidiaries, associate companies or branch in the JPMorgan group of companies ("JPMorgan"), whether in India or any other country;
 - 4.2 any agent, contractor, or third party service provider who provides administrative, telecommunications, computer or other services to JPMorgan in connection with the operation of its business;
 - 4.3 any other person under a duty of confidentiality to JPMorgan, which has undertaken to keep such information confidential, including clients of JPMorgan;
 - 4.4 any person seeking employee references;
 - 4.5 any actual or proposed purchaser of all or part of the business of JPMorgan or, in the case of any merger, acquisition or other public offering, the purchaser or subscriber for shares in any entity which is part of JPMorgan;
 - 4.6 third parties in the form of directories of names and office telephone numbers of key officers of JPMorgan for promotional and administrative purpose; and
 - 4.7 any statutory, regulatory, governmental authority, body or association and/or to other third parties where such disclosure is required by applicable law or regulation.
 5. You give consent to the Company, JPMorgan and any adviser, agent, contractor, service provider of JP Morgan or any persons or organizations acting on its behalf, to verify and process information and documentation presented by you or any other third party on your employment application/resume and relating to your engagement with JP Morgan (including Personal Data and complete details of your).
 6. You hereby grant authority for the bearer of this Consent, with immediate effect, to access or be provided with details of your previous employment records held by any company or business for whom you have previously worked.
 7. Upon a request made by you, you may review the Personal Data provided by you to the Company in order to ensure the authenticity of such Personal Data. In the event, any Personal Data provided by you to the Company is found to be inaccurate or deficient, you may request the Company to correct or amend the records as feasible and in accordance with the internal policies and process of the Company. It is your responsibility to keep the Company updated with regard to your Personal Data as and when there is a change in the information provided by you to the Company. The Company shall not be responsible for the

160119733134

Soma Pavani

BE CSE3

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 blue ink, consisting of a stylized 'J' followed by the name 'Dimon'.

160119733134

J.P.Morgan

07-Mar-2023

Pavani Soma
Gandhi nagar
Vanasthalipuram
-500070
HYDERABAD
Telangana
INDIA

Dear Pavani Soma,

Your Employment by J.P. Morgan

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

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

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

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

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 24-Mar-2023.

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

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

APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2023, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

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

A2. Employment Commencement Date

Your employment is expected to commence on 01-Jun-2023. We will confirm any change to this date to you in writing in advance.

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

A3. Working Hours / Place of Work

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

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

A4. Remuneration

Your total fixed pay will be INR 13,00,000 per annum and comprises the following components:
Rupees p.a.

1. Basic Salary	3,90,000
2. Leave Travel Assistance	40,000
3. House Rent Allowance	1,95,000
4. Provident Fund	46,800
5. Special Allowance	6,28,200
A. Total Fixed Pay	13,00,000

Special Cash Award

As soon as administratively practical and typically within 60 days from your start date, we will pay you a one-time sign-on award of INR1,50,000, less applicable taxes and deductions.

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

Relocation Lump Sum

You will be paid a one-time Relocation lump sum of INR1,25,000/-, which is taxable and will be paid within a reasonable period after your start date. The relocation lump sum coverage includes the cost of air and tickets, other transportation and hotel stay of your choice.

If you resign or are terminated for any reason other than job elimination (as determined within the company's discretion) within 12 months of your commencement date, you agree to reimburse the Company in full for the amount of any relocation lump sum you have received in connection with this employment offer. This reimbursement shall become due and payable within 30 days of your last day of employment with the Company. Further, the Company may seek reimbursement by withholding any other payments not yet paid to you at the time you leave the firm.

A5. Probationary Period

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

A6. Leave Entitlement

A6.1 Annual Leave

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

A6.2 Other Leave

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

A7. Benefits

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

A8. Retirement Scheme

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

A9. Notice Period

During your probationary period, starting the day you join the Company, either you or the Company may terminate your employment with at least 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 60 Days written notice ("Notice Period") or by the Company making a payment in lieu of Notice Period.

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

APPENDIX B – GENERAL EMPLOYMENT TERMS AND CONDITIONS

B1. Employment

B1.1 Your employment is subject to:

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

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

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

B1.4 Your retirement age will be as per Company's policy and subject to satisfactory completion of your probation period and provided that your employment is not terminated.

B2. Remuneration

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

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

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

- B3.1 In its absolute discretion, the Company may pay you an annual incentive award ("Award") in accordance with the terms of its performance based incentive compensation plan in place and as amended or varied from time to time ("Incentive Plan"). The Award may be in the form of cash, restricted shares or units of JPMorgan Chase & Co. common stock ("Restricted Stock") and/or stock options or stock appreciation awards. In granting an Award, the Company may consider any factors it considers appropriate including but not limited to the motivation of future performance, individual achievement, business unit and Group corporate results. The Award will be planned and communicated in United States dollars or in your local currency in accordance with the published Incentive Plan then in effect and applicable to your role and business area within the Company.
- B3.2 Awards are subject to applicable taxes, the JPMorgan Chase Bonus Recoupment Policy and to the terms and conditions of Award Agreements, which will include recovery provisions, non-solicitation and similar covenants. Awards and payment thereof is conditional upon you being in employment with the Company and not under notice of termination (whether given by you or the Company) at the date of payment of any cash component of the Award. The Award is not pro-rated for the period worked if your employment terminates prior to the payment date.
- B3.3 Vesting of Restricted Stock is conditional upon your continued employment as of each vesting date, and the terms and conditions set forth in the associated Award agreement. Stock options or stock appreciation awards will become exercisable on the exercisable dates set forth in the Award agreement(s) conditional on your continued employment as of each exercisable date, and the terms and conditions set forth in the associated Award agreement.
- B3.4 The Company has absolute discretion over the payment and amount of any Award to you for any year. If paid, it shall not give rise to any expectation of the Award or the amount in future years of employment. No employee or officer of the Company is authorized to make any oral promises to you about an Award. During your employment any commitment as to an amount or timing of an Award must be in writing signed by a Senior Vice President or Managing Director of the Company and a human resources officer at the level of Vice-President or above. Awards do not form part of your salary for the purposes of pension or termination benefits.

B4. Termination

- B4.1 Your employment may be terminated as follows:
- a) By either party giving to the other prior written notice of at least the period specified, as applicable, in paragraph 9 in Appendix A (the "Notice Period"), or by the Company making a payment in lieu of notice for all or part of such Notice Period of an amount equal to basic salary you would have been entitled to receive during the Notice period or part of the Notice Period.
 - b) By the Company at any time without notice or compensation if you:
 - i) are guilty of fraud, dishonesty or misconduct which is inconsistent with the due and faithful discharge of your duties;
 - ii) seriously breach the Code of Conduct and any other Company policies;

- iii) disobey the Company's lawful and reasonable instructions/requirements;
 - iv) habitually neglect your duties; or
 - v) otherwise commit a material or repeated breach of your employment terms or any of the Company's or Group's policies.
- B4.2 During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:
- (a) suspend you from the performance of any duties or assign you alternative duties;
 - (b) exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
 - (c) require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
 - (d) require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
 - (e) remove your access to the Company premises and computer systems;
 - (f) require that you return any property belonging to the Company under paragraph 7 in this Appendix; or
 - (g) require you not to do any act or thing, or make or cause to be made, any statement reasonably likely to damage the business or reputation of the Company or the Group.
- B4.3 If paragraph 5 of Appendix A states that your employment is subject to probation, your probation period will be the first 3 months of employment, which you agree is reasonable, and fair, in light of the responsibilities of the role.
- B4.4 At its sole discretion, the Company may notify you of an extension to your probationary period.
- B4.5 All your duties (whether express or implied) under your employment and this letter, including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information shall continue throughout the Notice Period including any period that you are on garden leave.
- B4.6 During any Notice Period:
- a) you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
 - b) you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and to advise on matters relating to work.
 - c) you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or operations of the J.P.Morgan.
- B5. Leave**

B5.1 Annual Leave

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

B5.2 Sick Leave

Your sick leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time. For the current year, you will be entitled to sick leaves to the extent you have not utilized such leaves while in service with your immediate previous legal entity.

B5.3 Suspension Leave

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

B6. Confidentiality

You acknowledge that a vast amount of privileged and confidential information will be disclosed to you in course of your employment with the Company and during your employment with the Company and thereafter, you shall keep secret and shall not at any time (whether during or after the period of your employment) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods and plans, financial matters, client lists, investments, marketing plans, personnel matters or other information which you knew or reasonably ought to have known to be confidential concerning the business or affairs of the Company or any other member of the Group or any of their related companies, clients or suppliers.

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

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

Company or required by law.

B7. Return of Company Property

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

B8. Post Employment Restrictions

- B8.1 For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company any Critical Person.
- B8.2 For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company the business or custom of any Restricted Client.
- B8.3 The duration of the restrictions will be reduced by any period of notice that you work out or any period of garden leave as provided in this offer letter.
- B8.4 In this paragraph B8:
- a) "Critical Person" means any person who was an employee or director of the Company or any other Group Company at any time within one year prior to the Relevant Date who had access to trade secrets or confidential information of the Company or any other Group Company. This includes knowledge of, involvement with or influence over suppliers or clients of the Company or any other Group Company with whom you worked at any time during that period.
 - b) "Group Company" means the Company, its ultimate holding company, any subsidiary of the Company and any holding company from time to time. "Subsidiary" and "holding company" shall have the same meaning as in the relevant companies' legislation.
 - c) "Restricted Client" means any person:
 - i) who in the one year before the Relevant Date was a client of, or has dealt with, the Company or any other Group Company; and
 - ii) with whose custom or business you, or persons reporting to you, were personally involved with during the period of one year prior to the Relevant Date;
 - iii) but does not include publicly known institutional clients which you serve subsequent to your employment with the Company without the use of confidential or proprietary information of the Company and J.P. Morgan.

- d) "Relevant Date" means the date your employment with the Company or the Group terminates for whatever reason.

B8.5 You acknowledge and agree:

- i. that each of the foregoing paragraphs constitutes an entirely separate and independent restriction on you;
- ii. that the duration, extent and application of each restrictions, obligations and undertakings are reasonable and necessary to protect legitimate interests of the Company and J.P. Morgan, considering, among other things, that the Company has commercial dealings with business partners throughout the world and that you will regularly be dealing with such partners as part of your duties and you understand that it does not by any means prevent you from earning a living in a satisfactory way;
- iii. that, if any such restriction (or parts of a restriction) shall be adjudged by any court of competent jurisdiction to be void or unenforceable, the validity or enforceability of the remaining restrictions (or parts of a restriction) shall remain in full force and effect as if the unenforceable parts had been deleted. Damages may be an inadequate compensation for breach of any of the restrictions in this paragraph and, subject to a court's discretion, in the event of any actual or threatened breach of any provision of this paragraph, you agree that the Company shall be entitled to (on behalf of itself and on behalf of any other Group Company) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you. You expressly submit to the jurisdiction of any court of competent jurisdiction for this purpose, and in the event you receive from any person an offer of employment (whether oral or in writing and whether accepted or not), either during your employment or the continuation in force of all or any of the restrictions applicable to you, whether pursuant to this letter or the Code of Conduct, you shall provide to the person making such an offer of employment a full and accurate copy of the then current restrictions applicable to you.
- iv. that any benefit given or deemed to be given by you to J.P. Morgan under the terms of this paragraph is received and held on trust by the Company for the relevant J.P. Morgan group company. You will enter into appropriate restrictive covenants directly with other J.P. Morgan group companies if asked to do so by the Company.
- v. that your employment with the Company and the compensation paid and/or payable to you by the Company shall be sufficient consideration for the purposes of this clause. You further agree and acknowledge that the limitations as to time and the character or nature placed in this clause are reasonable and fair and will not preclude you from earning a livelihood, nor will they unreasonably impose limitations on your ability to earn a living.
- vi. 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.
- vii. that any breach or threat of breach on your part of any one of such obligations and/or undertakings would cause serious harm to the Company or J.P. Morgan which may then institute any legal recourse against you that is deemed appropriate and/or recourse in damages, without further notice or delay.
- viii. 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.
- ix. in addition, you agree and acknowledge that the potential harm to the Company of the non-enforcement of this clause outweighs any potential harm to you and that you have given careful

consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

B9. Code of Conduct and Staff Regulations and Affirmation

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

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

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

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

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

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

B10. Working Hours

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

B11. Retirement Benefits

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

B12. Miscellaneous

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

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

- B12.3 If, during your employment with the Company, you become indebted to the Company or are overpaid any amount for any reason, the Company will be entitled to recover that amount from you. The Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you, including any final salary payments due to you on the termination of your employment, and collect any remaining balance from you.
- B12.4 The Company may, in connection with your employment, receive personal data relating to you or your family. Such data may be received from you, or from other sources including third party sources. The Company may process your personal data for the purposes of your employment and the operation of the Group's business and as set out in the Code of Conduct and relevant Privacy Policies and Privacy Handbook. You hereby consent to the processing, storage and transfer of your personal data (including transfer worldwide amongst members of the Group).

B13. Contract Execution

B13.1 You acknowledge and agree that:

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

B14. Governing Law and Jurisdiction

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

APPENDIX D – SPECIFIC CONSENTS

You are required to provide specific consents in accordance with the applicable laws, details of which are provided in Annexure 1 and 2 respectively. It is essential that you carefully read/understand and specifically agree to the same.

Annexure – 1

Please read the following statements carefully. The term "J.P. Morgan" as used in these statements, refers to and is defined as including, either jointly or individually, J.P. Morgan Chase & Co., and/or any of its subsidiaries and affiliates and related body corporates (as defined in the Corporations Act, 2001 (Cwlt)), and/or their respective officers, agents, or employees.

Verification: The information I have provided in this Statement of Information is accurate to the best of my knowledge and subject to verification. I understand that any untrue statement or misrepresentation of fact in any of these statements to any extent, at J.P. Morgan sole discretion, may be grounds for terminating my employment with J.P. Morgan with immediate effect in accordance with the terms and conditions set out in J. P. Morgan Offer Letter.

Security Procedures: At all times during the performance of services for J.P. Morgan, I shall abide by all applicable J.P. Morgan security standards, guidelines and procedures, including, where applicable, those set forth in J.P. Morgan Data Security Policies and Standards Manual and Technical Users: Security Policies and Standards Manual.

Ownership of Intellectual Property: I hereby agree that J.P. Morgan shall have ownership of the entire rights, title and interest in all inventions, original works of authorship, developments, improvements, technical or other contributions, including computer software and trade secrets, and other works which I make, conceive, create or write, alone or jointly with others, during the course of and within the scope of my employment with J.P. Morgan or within six months after termination of such employment if the same is related to the course of my employment ("Developments"). In connection therewith, I hereby assign to J.P. Morgan, all rights, title and interest in and to the Developments to which I am or may at any time after the date of my employment be

entitled to by virtue of or pursuant to any of the laws in force in any part of the world, whether or not patentable or registrable under copyright or similar laws, which assignment shall include, without limitation, the right to file and prosecute patent applications and copyright registrations in any and all countries and all rights of priority under international conventions. I further acknowledge that all original works of authorship which are made by me (solely or jointly with others) within the scope of and during the period of my employment with J.P. Morgan are protectable by Section 195awa of the Copyright Act, 1968 (Cwlth). I agree to keep and maintain complete, adequate and current written records of all Developments and to disclose the same to J.P. Morgan. The records will be in the form of notes, sketches, drawings, and any other format as J.P. Morgan shall reasonably request and/or specify during the term of my employment. I agree to, during and after such period, assist and co-operate fully with J.P. Morgan Chase (entirely at its expense) to do any and all acts to obtain and protect J.P. Morgan rights in the Developments and any copyrights, trademarks, patents, designs, layout-designs, proprietary information, mask work rights or other intellectual property rights relating thereto in any and all countries ("Intellectual Property Rights"), including, the execution of any and all applications, assignments and all other instruments in such manner and at such location which J.P. Morgan shall deem necessary in order to apply for and obtain or assign to J.P. Morgan the Intellectual Property Rights. I understand and agree that all such Developments shall be and remain the property of J.P. Morgan regardless of whether or not patented or registered for copyright and that my obligation to execute or cause to be executed, any instrument or papers shall continue after the termination of my employment with J.P. Morgan.

Moral Rights: I consent to do all such acts and deeds and fully assign to J.P. Morgan any and all moral rights in respect of all Developments and works made or to be made by me in the course of my employment with J.P. Morgan. I agree and acknowledge that I may be required to submit my name, likeness, statements, voice, photographic image, videos and any other information or material ("Material") to J.P. Morgan from time to time in relation to my employment with to J.P. Morgan. I hereby understand, fully agree and freely consent to and I represent and warrant the following to and for the benefit of to J.P. Morgan:

I have full legal authority, including all necessary intellectual property rights, to submit this Material to J.P. Morgan on behalf of myself or anyone depicted in the Material. If this Material contains any name or likeness of an individual under the age of 18 years or an incapacitated adult, I represent and warrant that I have the full legal authority to submit this Material on their behalf.

If I have voluntarily agreed with/been engaged by J.P. Morgan to create any Material, I hereby expressly undertake to hand over all the Material to the designated representative of J.P. Morgan and irrevocably consent to the use, publication, retention and /or destruction of the same by J.P. Morgan. I hereby grant to J.P. Morgan all right, title and interest in and to the Material without royalties or other compensation and agree that J.P. Morgan alone has the exclusive right to create copies of the Material, prepare derivative works based on the Material, distribute copies of the Material and / or publicly display.

In the event I have created the Material, I confirm and agree that the Material is my own original work, is not copied, and does not contain any third-party materials and/or content that I do not have permission to use. I further warrant and represent that the Material is not obscene, defamatory or in breach of any applicable legislation or regulations.

I consent and grant permission to J.P. Morgan and any applicable media agencies acting on behalf of J.P. Morgan, a perpetual, worldwide, non-exclusive, irrevocable, royalty-free license to use, reproduce, distribute and publish the Material or for any other information I provide in any media now or hereinafter developed for any purpose in which J.P. Morgan engages, including any promotion, advertisement or other conduct of trade, without royalties, payment or any other consideration. I irrevocably authorize J.P. Morgan to edit, alter, copy, exhibit, publish or distribute the Material for purposes of publicizing programs on the J.P. Morgan intranet or for any other lawful purpose in India and in any other country. I agree that the Material will not be returned to me. I waive the right to inspect or approve any finished product of the Material, including written or electronic copy, wherein my or that of any person's likeness appears.

I will not hold J.P. Morgan liable or responsible for the Material that are lost, delayed, misdirected or incomplete or cannot be delivered for any technical or other reason. J.P. Morgan shall not be liable for any loss

or damage resulting from submission or publication of the Material.

I, for myself and anyone entitled to act on my behalf, waive and release, to the maximum extent permitted by law, J.P. Morgan from any claims or liabilities of any kind arising in connection with the Material or the use thereof even though that liability may arise out of negligence or carelessness of any such party. This Agreement and Release Form may be asserted as a full and complete defense to, and may be used as the basis for an injunction against any claims, action or lawsuit alleged or brought by me against J.P. Morgan. The rights granted herein shall be binding upon my estate, heirs and assigns.

This Agreement and Release is deemed to be made under and shall be construed according to the laws of India and subject to the exclusive jurisdiction of Mumbai Courts. J.P. Morgan – Pre Employment Screening

Confidentiality of Information: I agree that I shall hold on trust for J.P. Morgan Chase & Co, including its subsidiaries and affiliates (respectively or jointly) (JP Morgan) and shall not use, except for the purposes of the performance of my duties during my employment with J.P. Morgan, or disclose to any other party any Confidential Information (as such term is hereinafter defined) which may be disclosed to or created by me in connection with the course of my employment with J.P. Morgan. As used herein, the term "Confidential Information" means any information which relates to confidential, proprietary and/or trade secret information in oral, demonstrative, written, electronic, graphic or machine readable form contained in any documents, manuals, diskettes and other storage medium including but not limited to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions or security procedures, know-how, inventions, training methods or other information relating to the business and other operations of either J.P. Morgan, any affiliate of J.P. Morgan, or any client, customer or vendor of J.P. Morgan and all copies and reproductions thereof, whether or not owned or developed by J.P. Morgan, except such information which is in the public domain at the time of its disclosure to me or which subsequently enters the public domain other than as a result of a breach of duty on my part. I agree that, upon J.P. Morgan written demand for whatever reason, I shall immediately deliver to J.P. Morgan any and all notes, drawings, documents, manuals, diskettes and other m

copies or excerpts thereof and confirm to J.P. Morgan, in writing, the return or destruction of the same. I acknowledge that my right to retain and/or use the Confidential Information shall terminate forthwith upon J.P. Morgan written demand and I shall immediately cease to use the Confidential Information. The obligations imposed by this clause shall survive the term of my employment with J.P. Morgan with respect to the performance of services, or of my employment or assignment to render services in connection therewith. I understand and agree that any breach of these confidentiality obligations will cause J.P. Morgan irreparable damage and J.P. Morgan shall have the right to enforce the provisions of this paragraph by means of injunctive relief including specific performance.

Annexure-2

Consent for Use, Transfer and Verification of Personal Data

1. This consent is for collecting, using, holding, receiving, possessing, storing, dealing, transferring, disclosing or handling ("Use") your Personal Information (defined below) (including your Sensitive Personal Data or Information(defined below)) from you (collectively, "Personal Data") in connection and during your employment with J. P. Morgan Services India Private Limited ("Company")("Consent").
2. You understand and give consent that during the course of your employment, whether direct or indirect, the Company will U s e your Personal Data or any other related document/agreement for the purposes set out below or for any purpose ancillary or incidental thereto as may be relevant for the Company for its business purposes in the course of my employment ("Purpose"):
 - 2.1 personnel administration, including administration of certain employee benefits such as medical and

- insurance benefits;
- 2.2 processing applications for employment and regulatory licensing (if applicable);
 - 2.3 compensation related activities, including reviewing salaries, bonuses and other benefits administration and attachment of wages/salaries to comply with legal obligations;
 - 2.4 job grading, recruitment activities and employment background checks;
 - 2.5 performance and talent management, consideration for promotion, training, termination or any relevant decision-making for the ongoing management of the employment relationship;
 - 2.6 consideration of eligibility and administration of staff loans and other benefits;
 - 2.7 training and monitoring compliance with internal policies of the Company, JPMorgan and applicable laws;
 - 2.8 internal and inter JPMorgan for matching procedures;
 - 2.9 processing payroll or tax or other employment and statutory benefits;
 - 2.10 providing employee references (with consent from employee);
 - 2.11 complying with mandatory reporting obligations and other legal requirements and disclosures required by law enforcement agencies;
 - 2.12 enabling you to discharge your business duties, including to procure a consumer report or an investigative report for;
 - 2.13 any other lawful purpose connected with a function or activity of the Company; and/or
 - 2.14 any other purpose required under any law for the time being in force.

"Personal Information" means any information that relates to you, which, either directly or indirectly, in combination with other information available or likely to be available with JPMorgan, is capable of identifying you. "Sensitive Personal Data or Information" means such personal information which consists of information relating to your:

- (i) password;
- (ii) financial information such as Bank Account or credit card or debit card or other payment instrument details;
- (iii) physical, physiological and mental health condition;
- (iv) sexual orientation;
- (v) medical records and history;

- (vi) Biometric information;
 - (vii) any detail relating to the above clauses as provided to the Company in relation to your employment or contractual relationship with the Company; and
 - (viii) any of the information received under above clauses by the Company for processing, stored or processed under lawful contract or otherwise.
3. You understand and give consent that your Personal Data collected by the Company will be handled in accordance with the reasonable security practices and policies and procedures of the Company and JPMorgan and that the procedures and policies may change from time to time and that it shall be your responsibility to keep myself updated on the same.
 4. You understand and give consent that the Personal Data collected from you by the Company may be transferred or disclosed by the Company, when such transfer or disclosure of Personal Data is necessary for the Purpose stated in Clause 2 above, to:
 - 4.1 any of its affiliates, subsidiaries, associate companies or branch in the JPMorgan group of companies ("JPMorgan"), whether in India or any other country;
 - 4.2 any agent, contractor, or third party service provider who provides administrative, telecommunications, computer or other services to JPMorgan in connection with the operation of its business;
 - 4.3 any other person under a duty of confidentiality to JPMorgan, which has undertaken to keep such information confidential, including clients of JPMorgan;
 - 4.4 any person seeking employee references;
 - 4.5 any actual or proposed purchaser of all or part of the business of JPMorgan or, in the case of any merger, acquisition or other public offering, the purchaser or subscriber for shares in any entity which is part of JPMorgan;
 - 4.6 third parties in the form of directories of names and office telephone numbers of key officers of JPMorgan for promotional and administrative purpose; and
 - 4.7 any statutory, regulatory, governmental authority, body or association and/or to other third parties where such disclosure is required by applicable law or regulation.
 5. You give consent to the Company, JPMorgan and any adviser, agent, contractor, service provider of JP Morgan or any persons or organizations acting on its behalf, to verify and process information and documentation presented by you or any other third party on your employment application/resume and relating to your engagement with JP Morgan (including Personal Data and complete details of your).
 6. You hereby grant authority for the bearer of this Consent, with immediate effect, to access or be provided with details of your previous employment records held by any company or business for whom you have previously worked.
 7. Upon a request made by you, you may review the Personal Data provided by you to the Company in order to ensure the authenticity of such Personal Data. In the event, any Personal Data provided by you to the Company is found to be inaccurate or deficient, you may request the Company to correct or amend the records as feasible and in accordance with the internal policies and process of the Company. It is your responsibility to keep the Company updated with regard to your Personal Data as and when there is a change in the information provided by you to the Company. The Company shall not be responsible for the

authenticity of the Personal Data provided by you. Failure to provide Personal Data or failure to provide consent to the Company or withdrawal of consent given to the Company required for the Purpose stated in Clause 2 above or such other purpose as the Company may notify to you from time to time may result in the Company being unable to process the job application or continue to have you in employment with the Company or provide employment related benefits.

8. You understand, agree and given your consent to the Company to appoint or replace any person (if any), collecting, processing or retaining the Personal Data in its sole discretion.
9. You agree that you will not withdraw your consent provided hereunder unless the same is communicated to the Company in writing. You further understand and agree that notwithstanding the fact that you may withdraw your consent, the Company (and any entity to which the Company may have transferred the Personal Data to) may need to retain/share/disclose your Personal Data, if required under any law for the time being in force.
10. You understand that the Personal Data collected from you is required in connection you're your employment with the Company. In the event that you withdraw such consent, notwithstanding anything to the contrary that may be contained in any statement, agreement, affirmation, undertaking or letter in regard to your employment with the Company, the Company would have the absolute right to discontinue providing such services/ benefits/ amenities in connection to which the Personal Data was collected and take any other action in this regard on just and reasonable grounds without any further notice or liability.
11. Requests for access to Personal Data or correction of Personal Data, or for information regarding policies and practices of JPMorgan and kinds of Personal Data collected and stored by the Company must be made in writing to accessHR at links to which are available on the Company's Intranet and marked to the attention of the "Data Privacy Officer".
12. You agree that in the event that you have any reasonable queries / objections in relation to any of the aforesaid, you will bring the same to the attention of the Company in writing.

J.P. Morgan Services India Private Limited
Corporate Identity Number : U72900MH2000PTC124073

Registered Office: Prism Towers, Level Nos. 9 to 11, Link Road, Mindspace Goregaon (West), Mumbai - 400 104, India
Telephone: +91-22-6157 3000 Facsimile : +91 22 6125 0000

By entering my first and last name below I am confirming my acceptance for this role based on the job offer presented to me, and am agreeing to be bound by the terms & conditions contained in the offer letter.

Accepted By: Pavani Soma

Accepted Date: 2023-03-07T05:05:58.703+00:00

IP Address: 159.53.78.142

Koyya Pooja Reddy 550
+91 8143107443
R.E CSE-3
1601-19-733-135

Deloitte

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India

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www.deloitte.com

May 30, 2023

Ms. Koyya Pooja
Flat No.G2,Kiran Residency,Road No.8,Pjr Enclave,Madhavapuri Hills,Chanadanagar,Ameenpur.,
Hyderabad, 500050
India

Subject: Offer of Employment

Dear Koyya Pooja:

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

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

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

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

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

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

Annexure A

Ms. Koyya Pooja

Analyst

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	210,000
House Rent Allowance (HRA)	8,750	105,000
Special Allowance ^{1a & 1b}	11,867	142,404
Leave Travel Allowance ²	1,750	21,000
Differential Allowance	5,833	69,996
Meal Card ³	2,200	26,400
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	600,000
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....



Koyya Pooja

Hyderabad

Annexure B**Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")**

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. Pre-existing Agreements or Arrangements. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such *Pre-existing Agreements or Arrangements* and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such *Confidential Information* or *Intellectual Property* without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post-Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post-Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such **Exhibit**. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in Hyderabad, Telangana, India and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For Deloitte Consulting India Private Limited

Pooja Madnani

288F65B8ECE548E

Pooja Madnani

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

Title	Date	Brief Description
-------	------	-------------------

Signature

Date

Koyya Pooja

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

DocuSigned by:

Pooja Madnani

288F8588CE5480

Pooja Madnani

Talent

Its: *Authorized Signatory*

May 30, 2023

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 09:20:01 -07:00

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements or Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements or Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements or Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-Employment Restrictions
re: Clients

No, I do not have
Post-Employment Restrictions
re: Clients

Name of Client

Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
2B8FB5B8ECE5489

Pooja Madnani

Talent

Its: Authorized Signatory

May 30, 2023

Date

I have read and understood the above policy terms.

Koyya Pooja

Signature

Name

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10

Sealed Time: 2023 05 30 09:20:01 -07:00

An Authorized Signatory's signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an Authorized Signatory indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is 90 Days by either side and/or salary in lieu of notice period on part of the Employer only.

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

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment

Deloitte

May 30, 2023

Ms. Koyya Pooja

**Flat No.G2,Kiran Residency,Road No.8,Pjr
Enclave,Madhavapuri Hills,Chanadanagar,Ameenpur.,**

Hyderabad, 500050

India

Training Agreement

Dear Koyya:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **July 3, 2023**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For Deloitte Consulting India Private Limited

DocuSigned by:

Pooja Madhani

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By:

Signature

Authorized Signatory

Goldman Sachs Services Private Limited
Octave 3 | Salarpuria Sattva Knowledge City | Hi-Tec City | Hyderabad - 500081 | India



Registered office: Helios Business Park | 150 Outer Ring Road | Kadubeesanahalli
Bengaluru - 560103 | India
Tel: +91 80 4127 1600 | Fax: +91 80 4127 1601
CIN: U72400KA2003PTC032606

Name : Pranathi Kodicherla

Phone No : 8309866741

Branch & Section : CSE-3

Roll No : 160119733136

January 18, 2023

Pranathi Kodicherla

Flat No 202, Ace Green Hills Apartment, Road No 2/6
Green Hills Colony, Kothapet
Hyderabad
Telangana
India
500035

Dear Pranathi,

We are delighted to offer you employment with Goldman Sachs Services Private Limited – Hyderabad ("GSSPL" or "the firm") as an Engineering Analyst in Platform Solutions in Hyderabad.

The enclosed Statement of Terms and Conditions of Employment ("your Statement") sets out the particulars of your employment with the firm, which will apply to you upon joining.

You will be expected to comply with the policies and procedures as outlined in the India Employee Handbook.

Conditions of Employment

Your offer of employment with GSSPL and after the commencement of your employment, your continuing employment with GSSPL is conditional upon:

- you joining the firm on the joining date that shall be communicated to you in writing by the firm, which shall not be later than July 24, 2023.
- satisfactory results of a pre and post-employment background checks, reference, criminal, credit, education checks and other necessary checks, including providing accurate and complete information for the same.
- you not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with the firm, including any applicable non-compete or non-solicit agreement with your prior employer.
- your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their employment commences
- your obtaining any relevant registration, qualification or licences, within 12 months of the commencement of your employment with the firm
- satisfactory completion of the Probationary Period
- in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment

- you agree that you will cooperate fully with the Firm (and its respective counsel, if applicable) in connection with any client matter, inquiry, investigation, administrative proceeding, litigation or dispute relating to any matter relating to the Firm in which the Firm believes you were involved or of which you have knowledge. These obligations survive the termination of your employment
- for candidates who were referred to Goldman Sachs by or who have had a relationship with a government official / entity or by an employee of a client or prospective client of Goldman Sachs, the Firm's offer of employment is conditional on resolution of any actual or perceived conflict of interest. In some instances, this will include a confirmation from the applicable client, prospective client or government entity that it is aware of the referral or relationship

Immigration

When you accept this offer, please confirm whether you will need to obtain an employment visa. If you are an Indian national, for administrative purposes it would be useful if you could provide a copy of the first page of your passport and any other relevant stamped pages with your signed offer letter.

We will assist you in applying for an employment visa, although we cannot guarantee the outcome of the application.

Accepting this offer

We hope that you will accept our offer, in which case please do the following:

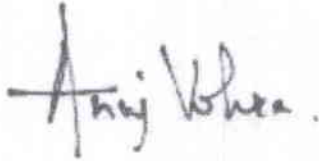
- signify your acceptance of this offer by signing this offer letter, your Statement and the enclosed Verification of Employee Details Authorisation
- complete on-line forms. Details as to how to access the appropriate website will be sent to you upon receipt of your signed offer letter, Statement and Verification of Employee Details Authorisation. If you do not complete the on-line forms before you join us, your first salary payment will be delayed. **The firm's background checks will include verification of the information given on the on-line forms and so it is essential that the information is complete and accurate.** The provision of misleading, false or inaccurate information, or the omission of a material fact, may, at the discretion of the firm, result in immediate withdrawal of this offer of employment or, once you have joined the firm, for disciplinary action up to and including dismissal. In signing this offer letter, you accept the statements and agree to the authorities given by you as set out in the Verification of Employee Details Authorisation
- if you need an employment visa, please contact us at IndiaCampusC@ny.email.gs.com

[This space is intentionally left blank. Signature required on the following page.]

Once you have completed and signed all these documents, please return them to Human Capital Management in the envelope provided. This offer is valid until fourteen calendar days from the date of issue of this letter, after which unless already accepted it will lapse.

We look forward to your joining the firm.

Yours sincerely,



Anuj Vohra
Vice President
Human Capital Management

For and on behalf of Goldman Sachs Services Private Limited – Hyderabad

Pranathi Kodicherla

(Date)

Are you legally authorized to work in India? Yes []; No [];

Do you need to obtain an employment visa to commence your employment with Goldman Sachs? Yes [];
No [];

Before you commence employment we would prefer to correspond with you via e-mail. If you have a private e-mail address or a work e-mail that you are happy to use, please put it here.

Email address: _____

GOLDMAN SACHS SERVICES PRIVATE LIMITED – HYDERABAD

This Statement sets out the terms and conditions of your employment with Goldman Sachs Services Private Limited – Hyderabad (“GSSPL” or “the firm”). This statement, together with your offer letter, constitutes your contract of employment with GSSPL. In addition, the India Employee Handbook as amended from time to time contains the policies and procedures with which you will be expected to comply. If there is a conflict between the provisions of this Statement and the Employee Handbook, this Statement will prevail. This Statement replaces and supersedes all other agreements, written or oral, with respect to its subject matter. GSSPL reserves the right to amend this Statement if necessary to comply with applicable law.

1. Employee: Pranathi Kodicherla

2. Employer and Job Title

2.1 You will be employed as an Analyst by Goldman Sachs Services Private Limited – Hyderabad (“GSSPL” or “the firm”) or in any other commensurate capacity as the firm may decide. Although you will be employed by the firm, the firm shall be permitted to supply your services to other entities from time to time controlling, controlled by or under common control with GSSPL (GSSPL together with such entities, collectively defined as “Goldman Sachs”). During your employment by the firm, you shall (unless prevented by ill health or accident or by virtue of absence on vacation/holiday or absence otherwise authorised by the firm) devote your time, attention and abilities to the business of Goldman Sachs. You shall at all times act in the best interests of Goldman Sachs and shall accept any additional office or position without further remuneration in any Goldman Sachs entity at any time and, in that event, you shall execute all such documents and agreements as the firm may consider reasonably necessary for this purpose.

2.2 You are required to work exclusively for the firm unless you obtain prior written consent from the firm in respect of your involvement in outside employment or business activities.

3. Date of Employment

3.1 Your employment (and your period of continuous employment) with GSSPL will be communicated to you in writing by the firm. The start date shall be no later than July 24, 2023. Your employment with GSSPL will be subject to an initial probationary period of 180 days from the commencement of your employment. Subject to your performance during the probationary period, the firm reserves the right, at its sole discretion, to extend the probationary period for such period of time as it sees fit (the initial 180 day period and any extension to it, being the “Probationary Period”). During the probationary period you or the firm may terminate your employment on 24 hours written notice. At the expiry of the probationary period, unless otherwise communicated to you by the firm at its sole discretion, your employment with the firm will be deemed to be confirmed, subject to continued satisfactory job performance and the rest of this agreement, including Paragraph 9.

3.2 Notwithstanding the other provisions of this Statement, your employment will automatically terminate on your 58th birthday unless extended by the firm by written agreement.

4. Compensation

4.1 Your basic salary will be INR 875,000 per annum, payable monthly, less tax or other withholdings and applicable deductions as required by law or in accordance with firm policy.

4.2 You will receive a housing allowance of 40% of your annual basic salary which will be INR 350,000 per annum payable monthly less tax or other withholdings as required by law.

4.3 You will receive transport allowance at the rate of INR 19,200 per annum payable monthly less tax or other withholdings as required by law.

4.4 The firm will make contributions towards the Employees' Provident Fund Scheme of 12% of your annual basic salary which will be INR 105,000. You will also be required to pay 12% of your annual basic salary towards the provident fund. Such contributions will be deducted by the firm from your basic salary.

4.5 You will receive a special allowance of INR 400,800 per annum less tax or other withholdings as required by law.

4.6 In summary, your minimum per annum cost to company for fiscal year 2023 (fiscal year refers to January 01 - December 31 of the relevant year) will be INR 1,750,000. Since you will be joining the firm after the beginning of fiscal year 2023, your total compensation will be pro-rated for the actual time of your active employment during the fiscal year. When Goldman Sachs determines your per annum total compensation, it will take into account your annualized Goldman Sachs cost to company and not any salary you may have received from a former employer. All amounts paid to you will be subject to applicable deductions.

4.7 In addition as soon as practicable after commencing employment with the firm you will receive a one-time payment of INR 300,000 which you may use to cover any relocation costs as necessary, payable less tax or other withholdings as required by law. Should you leave the firm for any reason or cease active employment before 18 months from the commencement of your employment, you will be expected to reimburse the firm in the amount of INR 300,000.

4.8 If you are an active employee as at fiscal year-end 2023, and have been in active employment at some time during the fiscal year you may be eligible to receive discretionary compensation. Since you will be joining the firm after the beginning of fiscal year 2023, any discretionary compensation will be pro-rated for the actual time of your active employment during the fiscal year. When Goldman Sachs determines your per annum total compensation, it will take into account your annualized Goldman Sachs cost to company and not any salary you may have received from a former employer. All amounts paid to you will be subject to applicable deductions.

4.9 For years subsequent to 2023, your compensation will be reviewed at least annually; each person's compensation may be influenced by, among other things, his or her performance, his or her anticipated contributions and the firm's results. Discretionary compensation is not a part of the salary of the employee even if paid consistently over a period of years. Discretionary compensation, if any, will be payable in the subsequent fiscal year, on a date and in a manner to be determined by the firm.

4.10 Consistent with other similarly compensated employees, all or part of any discretionary compensation that you may receive in 2023 or future years may be satisfied with cash and/or a non-cash award (which may vest in the future), at the firm's sole discretion. In the event of a non-cash award, the firm will determine value, the nature of the equity interest and other conditions that are attached to the award. Such other conditions may include (but not be limited to) vesting conditions, an increased period of notice of termination of employment, and the like, and the firm's decision in this regard will be final. You should be aware that by accepting a change to your notice period as a condition of receiving a non-cash award, you would be accepting a permanent change to your terms and conditions of employment.

5. Place of Work

5.1 The firm's registered office is located in Bengaluru, although you may be required to work in any of the firm's other offices in India. You are currently required to work in the branch office of the firm, which is currently located at Octave 3, Salapurua Sattva Knowledge City, Hi-Tec City, Hyderabad.

5.2 During your employment, you may be required to travel within India and around the world on business for the firm. You may also be required to work on a temporary basis in any of the firm's international offices either for training purposes or to provide short term cover in that office. In such circumstances the firm will provide you with appropriate assistance.

5.3 The firm may require you to travel to a location other than your primary work location or work from/in any of the firm's other offices as may be required by the firm (i.e. 'business travel'), which may generate immigration, regulatory compliance and/or tax requirements that you or the firm will be required to fulfill. Depending on the location and purpose of your trip, you may be required to obtain a business and/or employment visa before undertaking your trip. Employees must also ensure that either the appropriate licenses or registrations are in place before business travel occurs or that an exemption allows you to be accompanied by an individual who holds the appropriate licenses/registrations for the country of travel to conduct your proposed activities. The firm does not protect or otherwise reimburse business visitors for any tax and/or social security obligations that may arise from your business travel and you will be responsible for any personal tax and/or social security payable by you in the location of travel, including any tax return preparation. To the extent required by local law, the firm will withhold or deduct any applicable payroll taxes, social security or similar obligations (including but not limited to any taxes arising from approved business travel) from your compensation. In accordance with these requirements, please ensure your citizenship and travel documents are up to date in HCMforYou. For more information regarding business travel, please refer to the Global Business Traveller Tax Policy, available in the Travel Risk Assessment Resource Center under @Work >Travel portal on the GSWeb.

6. Hours of Work

6.1 Your minimum weekly hours of work are 40 per week with a 5 day week, but you will be required to work such additional hours as are necessary to meet the business demands of your job. Your compensation is comprehensive and inclusive of all work done by you.

6.2 You may be required to work either on day or on night shifts and which shift pattern you will be required to work, will be determined by and communicated to you by your manager. Your hours of work, days of work and shift timings may be subject to variations.

which you will be notified of from time to time. If your pattern of work is varied, you will be informed in writing of any change. You may be eligible for a shift allowance subject to the shift pattern you are required to work. You should note that your entitlement to paid holiday and shift allowance may decrease or increase in the event that your pattern of work is altered.

7. Annual Vacation and Holidays

7.1 You will be entitled to such a number of annual vacation days as set out in the "Vacation, Holidays and Other paid time off" policy of the India Employee Handbook. This will be pro-rated in your first and last years of service and details of the pro-rated entitlement will be set out in the India Employee Handbook.

7.2 In addition, you will be entitled to 10 days paid public holidays details of which will be provided to you at the start of each holiday year and which may be subject to change on an annual basis.

7.3 On the termination of your employment you will be paid in respect of any accrued but untaken vacation. If you have exceeded your accrued vacation entitlement, you hereby consent to the excess being deducted from any sums due to you by the firm on termination.

7.4 You may be required by the firm to take any outstanding vacation entitlement during your notice period.

7.5 Further details about vacation entitlement, including how to book vacation, are contained in the India Employee Handbook. Details of authorised vacation other than vacation entitlement are also found in the India Employee Handbook.

8. Sickness

8.1 If you are absent due to sickness and, provided that you comply with the firm's notification procedures as set out in the India Employee Handbook, you may be paid your salary and usual benefits and allowances at the firm's discretion (less any state benefits that you may claim and any applicable deductions) and usual benefits and allowances at the firm's discretion. Further details of sickness absence and sick pay are detailed in the India Employee Handbook.

8.2 Entitlement to the firm's sick pay scheme is at the firm's discretion and subject to the firm's right to terminate your employment at any time in accordance with the firm's notice provisions set out in paragraph 9 below.

8.3 In connection with your absence, the firm may require you to undergo a medical examination by its nominated doctor or consultant. The firm may also elect, with your consent, to consult your own doctor.

9. Notice Entitlement

9.1 Subject to sub-paragraph 9.2 below and / or other than during the Probationary Period (if applicable), the minimum period of notice that the Firm will give you to terminate your employment is **30 days**. The minimum period of written notice that you are required to give the Firm is 30 days.

9.2 Notwithstanding sub-paragraph 9.1, the Firm reserves the right to terminate your contract without any notice if it has reasonable grounds to believe that you are guilty of serious or gross misconduct (which shall, without limitation, include any breach of any of the provisions of this contract of employment), in which case no notice or pay in lieu of notice will be due.

9.3 The Firm reserves the right to require you to remain at home and/or not to undertake all or any of your duties of employment and/or not to contact certain clients or colleagues during part or all of any period of notice of termination of your employment (whether given by you or the Firm), provided that your cost to company is paid and contractual benefits are provided in the usual way. For the avoidance of doubt, you will continue to be bound by your duties and obligations to the Firm until the end of the notice period.

9.4 Instead of a period of notice pursuant to sub-paragraph 9.1 above or any other period of notice applicable to your employment at the relevant time, the Firm may, at its discretion, elect to pay you a sum equivalent to the cost to company (but not benefits) which you would have received during your notice period.

10. Termination Gratuity

10.1 You will be entitled to Gratuity in accordance with the Payment of Gratuity Act 1972 provided you meet the eligibility criteria set out therein. Further details are provided in the India Employee Handbook.

10.2 In considering any payments due to you on termination of employment whether discretionary or not the firm will deem any Gratuity due to you as being inclusive of or in lieu of any payments due to you on termination of employment.

11. Benefits and Allowances

11.1 The firm offers a number of discretionary benefits to employees during employment. There is no con-

summary of the benefits currently available and the provision of any such benefit will be subject always to the rules and/or policy (as amended from time to time) governing the provision of such benefit.

11.2 The firm will provide medical insurance cover for hospitalisation treatment, subject to any underwriting requirements or limits imposed by the insurer. Coverage is provided for 5 family members (which can be your spouse, children or dependent parents), if applicable.

11.3 The firm will provide accidental death insurance cover, which will pay a benefit of three times your annual cost to company to your beneficiaries, and life insurance cover of three times your annual cost to company. This insurance cover will be subject to any underwriting requirements or limits imposed by the insurer.

12. Discipline and Grievance

12.1 The firm's disciplinary policy is contained in the Employee Handbook. Whilst the disciplinary process does not form part of your contract of employment, the disciplinary rules do. Disciplinary sanctions may include oral or written warnings and the firm reserves the right to terminate your employment (with or without notice or payment in lieu of notice, at the discretion of the firm), transfer you to another position, to demote you or to impose a financial penalty, if appropriate. If it appears that you have committed an act of serious or gross misconduct, you may be suspended from your duties, pending the outcome of the firm's investigation into the alleged misconduct.

12.2 If you are dissatisfied with a disciplinary decision taken against you, you should contact Human Capital Management, which will arrange for your concern to be raised with the appropriate person.

12.3 If you have a grievance, you may raise the matter with the person you report to either in writing or in person or you may use the firm's formal grievance procedure, details of which are set out in the Employee Handbook.

13. Deductions

13.1 You agree as a term of your employment with the firm that the firm shall be entitled at any time during your employment, or in any event on termination, to deduct from your actual total compensation any monies due from you to the firm, including but not limited to:

- any debt or advance for the time being owed by you to the firm or to any Goldman Sachs entity;
- any deduction relating to leave or holiday taken in excess of entitlement as at the date of the termination of employment;
- any deduction in respect of costs incurred by the firm or the cost of repairing damage to the firm's property caused by you (and of recovering the same);
- any deduction in respect of employee contributions towards benefits provided by you to the firm; and
- any other money owed by you to the firm.

14. Confidential and Proprietary Information

14.1 In connection with your employment by the firm, you may have access to non-public information and materials, including but not limited to information and materials describing or relating to the business and financial affairs, personnel matters, operating procedures, organisational responsibilities, marketing matters, and policies or procedures of Goldman Sachs or its Managing Directors, employees, clients or other third parties; or the personal affairs of Managing Directors or employees ("Confidential and Proprietary Information and Materials"). With respect to such Confidential and Proprietary Information and Materials, you agree that:

- Confidential and Proprietary Information and Materials shall be used only as authorised and only for the purposes intended by Goldman Sachs; and
- you will hold all Confidential and Proprietary Information and Materials in strict confidence and, except for the above authorised uses, will not, nor will you permit any agent to give, disclose, copy, reproduce, sell, assign, license, market or transfer Confidential and Proprietary Information and Materials to any person, firm or corporation, including any Managing Director or employee of Goldman Sachs who does not have a need to know or see the Confidential and Proprietary Information and Materials. This provision applies to authorised writings of any kind containing such information or materials, including books and articles; and
- unless you have prior written authorisation from Goldman Sachs, you will not publicise, disclose or allow disclosure of any information about Goldman Sachs, its present or former Managing Directors, employees, agents or clients, its or their business and financial affairs, or any Confidential and Proprietary Information and Materials to any person, firm or corporation, including any Managing Director or employee of Goldman Sachs who does not have a need to know or see the Confidential and Proprietary Information and Materials.

of your candidacy for employment or your tenure as an employee of the firm or of the termination of such employment, with any reporter, author, producer or similar person or entity, or take any other action seeking to publicise or disclose any such information in any way likely to result in such information being made available to the general public in any form, including books, articles or writings of any other kind, as well as film, videotape, audiotape or any other medium; and

- while employed by the firm, you will not disclose or use without authorisation any information concerning persons or entities other than Goldman Sachs that is confidential or proprietary to them, nor will you use information in any manner that would constitute a violation of any undertaking or agreement with a prior employer or third party; and
- upon the termination of your employment (or earlier if requested by the firm), you will return to Goldman Sachs all originals and copies of documents and other materials relating to Goldman Sachs or containing or derived from Confidential and Proprietary Information and Materials that are in your possession or control, accompanied, if requested, by a certificate signed by you and satisfactory to Goldman Sachs to the effect that all such Confidential and Proprietary Information and Materials have been returned.

14.2 You hereby irrevocably assign to Goldman Sachs, its successors and assigns, and Goldman Sachs shall have exclusive ownership rights, including, without limitation, all patent, copyright and trade secret rights, with respect to any work, including, but not limited to, any invention, discoveries, concepts, ideas or information, conceived by you in the course of your employment with Goldman Sachs, and all documents, data and other information of any kind including, incorporating, based upon or derived from the foregoing, including reports and notes prepared by you. Such work will be the property of Goldman Sachs, shall be considered a work made for hire and may not be used for any purposes other than the benefit of Goldman Sachs. Any and all such property and material containing such property shall be delivered to Goldman Sachs on request and in any event at the termination of your employment by the firm, and no copies thereof shall be retained by you unless the prior written consent of Goldman Sachs is obtained with respect thereto. You will cooperate fully with Goldman Sachs to establish, protect or confirm Goldman Sachs' exclusive rights in such work or to enable it to transfer legal title together with any patents that may be issued. A certificate evidencing compliance with this provision shall, if requested, be provided to Goldman Sachs.

14.3 The obligations set out in this paragraph shall survive the termination of your employment. You hereby acknowledge that any violation, breach or other failure on your part to comply with these obligations could materially and irreparably injure Goldman Sachs and its business in a manner inadequately compensable in damages, and that Goldman Sachs may seek and obtain injunctive relief against the breach or threatened breach of these obligations in addition to any other legal remedies that may be available.

15. Compliance

15.1 You must review and comply with the policies and procedures outlined in the India employee Handbook. Also, you will be expected to comply with the firm's code of business conduct and ethics and applicable policies published in the firm's compendium of policies. Specifically, on Personal Compliance policies, as related to maintaining Brokerage accounts, Demat accounts, Investment accounts (Collectively, "Covered Accounts") and making Private Investments, you and your related persons must disclose and obtain appropriate pre approval, which is subject to the firm's discretion. If you wish to maintain Brokerage / Demat account(s), they need to be held with a designated broker approved by Goldman Sachs. India based employees are allowed to only open and maintain the covered account(s) exclusively with a GS Designated Broker (Kotak Securities Ltd. / Zerodha Securities Private Limited / Interactive Brokers LLC) or any other broker that the firm may designate from time to time after seeking appropriate approval from Compliance. There are also division specific policies around personal trading, which you will need to adhere to. As for personal outside activities, you will be required to pre-clear your existing and all future external engagements and the firm reserves the right to not approve / allow any external engagement / activity at its discretion. Notwithstanding the generality of the foregoing, in general, the firm will not approve 'for profit' directorship, or any activities that could cause conflict to your role or reputational risk to the firm.

[This space is intentionally left blank. Signature required on the following page.]

Koyya Pooja Reddy 569
+91 8143107443
B.E CSE-3
1601-19-733-135

Deloitte

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India

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May 30, 2023

Ms. Koyya Pooja
Flat No.G2,Kiran Residency,Road No.8,Pjr Enclave,Madhavapuri Hills,Chanadanagar,Ameenpur.,
Hyderabad, 500050
India

Subject: Offer of Employment

Dear Koyya Pooja:

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

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

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

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

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

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

Annexure A

Ms. Koyya Pooja

Analyst

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	210,000
House Rent Allowance (HRA)	8,750	105,000
Special Allowance ^{1a & 1b}	11,867	142,404
Leave Travel Allowance ²	1,750	21,000
Differential Allowance	5,833	69,996
Meal Card ³	2,200	26,400
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	600,000
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....



Koyya Pooja

Hyderabad

Annexure B**Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")**

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. Pre-existing Agreements or Arrangements. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such *Pre-existing Agreements or Arrangements* and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such *Confidential Information* or *Intellectual Property* without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post-Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post-Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such **Exhibit D**. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in Hyderabad, Telangana, India and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Pending. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For Deloitte Consulting India Private Limited

Pooja Madnani

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Pooja Madnani

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client - attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory - a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information - any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity - the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property - *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications - all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment - the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence - National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights - all rights, title and interest in Intellectual Property.

PCAOB - the United States Public Company Accounting Oversight Board.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

<u>Title</u>	<u>Date</u>	<u>Brief Description</u>
--------------	-------------	--------------------------

Signature

Date

Koyya Pooja

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

DocuSigned by:

Pooja Madnani

288F65B8ECE5488...

Pooja Madnani
Talent

Its: *Authorized Signatory*

May 30, 2023

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 09:20:01 -07:00

An *Authorized Signatory*'s signature is required only if *Pre-existing Creations* or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-Employment Restrictions
re: Clients

No, I do not have
Post-Employment Restrictions
re: Clients

Name of Client

Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
2E8F65BBE0E5486

Pooja Madnani

Talent

Its: Authorized Signatory

May 30, 2023

Date

I have read and understood the above policy terms.

Koyya Pooja

Signature

Name

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10

Sealed Time: 2023.05.30.09:20:01 -07:00

An Authorized Signatory's signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an Authorized Signatory indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

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

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment

Deloitte

May 30, 2023

Ms. Koyya Pooja

**Flat No.G2,Kiran Residency,Road No.8,Pjr
Enclave,Madhavapuri Hills,Chanadanagar,Ameenpur.,**

Hyderabad, 500050

India

Training Agreement

Dear Koyya:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **July 3, 2023**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For Deloitte Consulting India Private Limited

DocuSigned by:

Pooja Madhavi

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By:

Signature

Authorized Signatory

Goldman Sachs Services Private Limited
Octave 3 | Salarpuria Sattva Knowledge City | Hi-Tec City | Hyderabad - 500081 | India

Registered office: Helios Business Park | 150 Outer Ring Road | Kadubeesanahalli
Bengaluru - 560103 | India
Tel: +91 80 4127 1600 | Fax: +91 80 4127 1601
CIN: U72400KA2003PTC032606



Name : Pranathi Kodicherla

Phone No : 8309866741

Branch & Section : CSE -3

Roll No : 160119733136

January 18, 2023

Pranathi Kodicherla

Flat No 202, Ace Green Hills Apartment, Road No 2/6
Green Hills Colony, Kothapet
Hyderabad
Telangana
India
500035

Dear Pranathi,

We are delighted to offer you employment with Goldman Sachs Services Private Limited – Hyderabad ("GSSPL" or "the firm") as an Engineering Analyst in Platform Solutions in Hyderabad.

The enclosed Statement of Terms and Conditions of Employment ("your Statement") sets out the particulars of your employment with the firm, which will apply to you upon joining.

You will be expected to comply with the policies and procedures as outlined in the India Employee Handbook.

Conditions of Employment

Your offer of employment with GSSPL and after the commencement of your employment, your continuing employment with GSSPL is conditional upon:

- you joining the firm on the joining date that shall be communicated to you in writing by the firm, which shall not be later than July 24, 2023.
- satisfactory results of a pre and post-employment background checks, reference, criminal, credit, education checks and other necessary checks, including providing accurate and complete information for the same.
- you not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with the firm, including any applicable non-compete or non-solicit agreement with your prior employer.
- your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their employment commences
- your obtaining any relevant registration, qualification or licences, within 12 months of the commencement of your employment with the firm
- satisfactory completion of the Probationary Period
- in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment

- you agree that you will cooperate fully with the Firm (and its respective counsel, if applicable) in connection with any client matter, inquiry, investigation, administrative proceeding, litigation or dispute relating to any matter relating to the Firm in which the Firm believes you were involved or of which you have knowledge. These obligations survive the termination of your employment
- for candidates who were referred to Goldman Sachs by or who have had a relationship with a government official / entity or by an employee of a client or prospective client of Goldman Sachs, the Firm's offer of employment is conditional on resolution of any actual or perceived conflict of interest. In some instances, this will include a confirmation from the applicable client, prospective client or government entity that it is aware of the referral or relationship

Immigration

When you accept this offer, please confirm whether you will need to obtain an employment visa. If you are an Indian national, for administrative purposes it would be useful if you could provide a copy of the first page of your passport and any other relevant stamped pages with your signed offer letter.

We will assist you in applying for an employment visa, although we cannot guarantee the outcome of the application.

Accepting this offer

We hope that you will accept our offer, in which case please do the following:

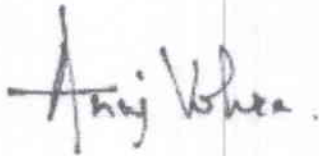
- signify your acceptance of this offer by signing this offer letter, your Statement and the enclosed Verification of Employee Details Authorisation
- complete on-line forms. Details as to how to access the appropriate website will be sent to you upon receipt of your signed offer letter, Statement and Verification of Employee Details Authorisation. If you do not complete the on-line forms before you join us, your first salary payment will be delayed. **The firm's background checks will include verification of the information given on the on-line forms and so it is essential that the information is complete and accurate.** The provision of misleading, false or inaccurate information, or the omission of a material fact, may, at the discretion of the firm, result in immediate withdrawal of this offer of employment or, once you have joined the firm, for disciplinary action up to and including dismissal. In signing this offer letter, you accept the statements and agree to the authorities given by you as set out in the Verification of Employee Details Authorisation
- if you need an employment visa, please contact us at IndiaCampusC@ny.email.gs.com

[This space is intentionally left blank. Signature required on the following page.]

Once you have completed and signed all these documents, please return them to Human Capital Management in the envelope provided. This offer is valid until fourteen calendar days from the date of issue of this letter, after which unless already accepted it will lapse.

We look forward to your joining the firm.

Yours sincerely,



Anuj Vohra
Vice President
Human Capital Management

For and on behalf of Goldman Sachs Services Private Limited – Hyderabad

Pranathi Kodicherla

(Date)

Are you legally authorized to work in India? Yes []; No [];

Do you need to obtain an employment visa to commence your employment with Goldman Sachs? Yes []; No [];

Before you commence employment we would prefer to correspond with you via e-mail. If you have a private e-mail address or a work e-mail that you are happy to use, please put it here.

Email address: _____

GOLDMAN SACHS SERVICES PRIVATE LIMITED – HYDERABAD

This Statement sets out the terms and conditions of your employment with Goldman Sachs Services Private Limited – Hyderabad (“GSSPL” or “the firm”). This statement, together with your offer letter, constitutes your contract of employment with GSSPL. In addition, the India Employee Handbook as amended from time to time contains the policies and procedures with which you will be expected to comply. If there is a conflict between the provisions of this Statement and the Employee Handbook, this Statement will prevail. This Statement replaces and supersedes all other agreements, written or oral, with respect to its subject matter. GSSPL reserves the right to amend this Statement if necessary to comply with applicable law.

1. Employee: Pranathi Kodicherla

2. Employer and Job Title

2.1 You will be employed as an Analyst by Goldman Sachs Services Private Limited – Hyderabad (“GSSPL” or “the firm”) or in any other commensurate capacity as the firm may decide. Although you will be employed by the firm, the firm shall be permitted to supply your services to other entities from time to time controlling, controlled by or under common control with GSSPL (GSSPL together with such entities, collectively defined as “Goldman Sachs”). During your employment by the firm, you shall (unless prevented by ill health or accident or by virtue of absence on vacation/holiday or absence otherwise authorised by the firm) devote your time, attention and abilities to the business of Goldman Sachs. You shall at all times act in the best interests of Goldman Sachs and shall accept any additional office or position without further remuneration in any Goldman Sachs entity at any time and, in that event, you shall execute all such documents and agreements as the firm may consider reasonably necessary for this purpose.

2.2 You are required to work exclusively for the firm unless you obtain prior written consent from the firm in respect of your involvement in outside employment or business activities.

3. Date of Employment

3.1 Your employment (and your period of continuous employment) with GSSPL will be communicated to you in writing by the firm. The start date shall be no later than July 24, 2023. Your employment with GSSPL will be subject to an initial probationary period of 180 days from the commencement of your employment. Subject to your performance during the probationary period, the firm reserves the right, at its sole discretion, to extend the probationary period for such period of time as it sees fit (the initial 180 day period and any extension to it, being the “Probationary Period”). During the probationary period you or the firm may terminate your employment on 24 hours written notice. At the expiry of the probationary period, unless otherwise communicated to you by the firm at its sole discretion, your employment with the firm will be deemed to be confirmed, subject to continued satisfactory job performance and the rest of this agreement, including Paragraph 9.

3.2 Notwithstanding the other provisions of this Statement, your employment will automatically terminate on your 58th birthday unless extended by the firm by written agreement.

4. Compensation

4.1 Your basic salary will be INR 875,000 per annum, payable monthly, less tax or other withholdings and applicable deductions as required by law or in accordance with firm policy.

4.2 You will receive a housing allowance of 40% of your annual basic salary which will be INR 350,000 per annum payable monthly less tax or other withholdings as required by law.

4.3 You will receive transport allowance at the rate of INR 19,200 per annum payable monthly less tax or other withholdings as required by law.

4.4 The firm will make contributions towards the Employees’ Provident Fund Scheme of 12% of your annual basic salary which will be INR 105,000. You will also be required to pay 12% of your annual basic salary towards the provident fund. Such contributions will be deducted by the firm from your basic salary.

4.5 You will receive a special allowance of INR 400,800 per annum less tax or other withholdings as required by law.

4.6 In summary, your minimum per annum cost to company for fiscal year 2023 (fiscal year refers to January 01 - December 31 of the relevant year) will be INR 1,750,000. Since you will be joining the firm after the beginning of fiscal year 2023, your total compensation will be pro-rated for the actual time of your active employment during the fiscal year. When Goldman Sachs determines your per annum total compensation, it will take into account your annualized Goldman Sachs cost to company and not any salary you may have received from a former employer. All amounts paid to you will be subject to applicable deductions.

4.7 In addition as soon as practicable after commencing employment with the firm you will receive a one-time payment of INR 300,000 which you may use to cover any relocation costs as necessary, payable less tax or other withholdings as required by law. Should you leave the firm for any reason or cease active employment before 18 months from the commencement of your employment, you will be expected to reimburse the firm in the amount of INR 300,000.

4.8 If you are an active employee as at fiscal year-end 2023, and have been in active employment at some time during the fiscal year you may be eligible to receive discretionary compensation. Since you will be joining the firm after the beginning of fiscal year 2023, any discretionary compensation will be pro-rated for the actual time of your active employment during the fiscal year. When Goldman Sachs determines your per annum total compensation, it will take into account your annualized Goldman Sachs cost to company and not any salary you may have received from a former employer. All amounts paid to you will be subject to applicable deductions.

4.9 For years subsequent to 2023, your compensation will be reviewed at least annually; each person's compensation may be influenced by, among other things, his or her performance, his or her anticipated contributions and the firm's results. Discretionary compensation is not a part of the salary of the employee even if paid consistently over a period of years. Discretionary compensation, if any, will be payable in the subsequent fiscal year, on a date and in a manner to be determined by the firm.

4.10 Consistent with other similarly compensated employees, all or part of any discretionary compensation that you may receive in 2023 or future years may be satisfied with cash and/or a non-cash award (which may vest in the future), at the firm's sole discretion. In the event of a non-cash award, the firm will determine value, the nature of the equity interest and other conditions that are attached to the award. Such other conditions may include (but not be limited to) vesting conditions, an increased period of notice of termination of employment, and the like, and the firm's decision in this regard will be final. You should be aware that by accepting a change to your notice period as a condition of receiving a non-cash award, you would be accepting a permanent change to your terms and conditions of employment.

5. Place of Work

5.1 The firm's registered office is located in Bengaluru, although you may be required to work in any of the firm's other offices in India. You are currently required to work in the branch office of the firm, which is currently located at Octave 3, Salapurja Sattva Knowledge City, Hi-Tec City, Hyderabad.

5.2 During your employment, you may be required to travel within India and around the world on business for the firm. You may also be required to work on a temporary basis in any of the firm's international offices either for training purposes or to provide short term cover in that office. In such circumstances the firm will provide you with appropriate assistance.

5.3 The firm may require you to travel to a location other than your primary work location or work from/in any of the firm's other offices as may be required by the firm (i.e. 'business travel'), which may generate immigration, regulatory compliance and/or tax requirements that you or the firm will be required to fulfill. Depending on the location and purpose of your trip, you may be required to obtain a business and/or employment visa before undertaking your trip. Employees must also ensure that either the appropriate licenses or registrations are in place before business travel occurs or that an exemption allows you to be accompanied by an individual who holds the appropriate licenses/registrations for the country of travel to conduct your proposed activities. The firm does not protect or otherwise reimburse business visitors for any tax and/or social security obligations that may arise from your business travel and you will be responsible for any personal tax and/or social security payable by you in the location of travel, including any tax return preparation. To the extent required by local law, the firm will withhold or deduct any applicable payroll taxes, social security or similar obligations (including but not limited to any taxes arising from approved business travel) from your compensation. In accordance with these requirements, please ensure your citizenship and travel documents are up to date in HCMforYou. For more information regarding business travel, please refer to the Global Business Traveller Tax Policy, available in the Travel Risk Assessment Resource Center under @Work >Travel portal on the GSWeb.

6. Hours of Work

6.1 Your minimum weekly hours of work are 40 per week with a 5 day week, but you will be required to work such additional hours as are necessary to meet the business demands of your job. Your compensation is comprehensive and inclusive of all work done by you.

6.2 You may be required to work either on day or on night shifts and which shift pattern you will be required to work, will be determined by and communicated to you by your manager. Your hours of work, days of work and shift timings may be subject to change.

which you will be notified of from time to time. If your pattern of work is varied, you will be informed in writing of any change. You may be eligible for a shift allowance subject to the shift pattern you are required to work. You should note that your entitlement to paid holiday and shift allowance may decrease or increase in the event that your pattern of work is altered.

7. Annual Vacation and Holidays

7.1 You will be entitled to such a number of annual vacation days as set out in the "Vacation, Holidays and Other paid time off" policy of the India Employee Handbook. This will be pro-rated in your first and last years of service and details of the pro-rated entitlement will be set out in the India Employee Handbook.

7.2 In addition, you will be entitled to 10 days paid public holidays details of which will be provided to you at the start of each holiday year and which may be subject to change on an annual basis.

7.3 On the termination of your employment you will be paid in respect of any accrued but untaken vacation. If you have exceeded your accrued vacation entitlement, you hereby consent to the excess being deducted from any sums due to you by the firm on termination.

7.4 You may be required by the firm to take any outstanding vacation entitlement during your notice period.

7.5 Further details about vacation entitlement, including how to book vacation, are contained in the India Employee Handbook. Details of authorised vacation other than vacation entitlement are also found in the India Employee Handbook.

8. Sickness

8.1 If you are absent due to sickness and, provided that you comply with the firm's notification procedures as set out in the India Employee Handbook, you may be paid your salary and usual benefits and allowances at the firm's discretion (less any state benefits that you may claim and any applicable deductions) and usual benefits and allowances at the firm's discretion. Further details of sickness absence and sick pay are detailed in the India Employee Handbook.

8.2 Entitlement to the firm's sick pay scheme is at the firm's discretion and subject to the firm's right to terminate your employment at any time in accordance with the firm's notice provisions set out in paragraph 9 below.

8.3 In connection with your absence, the firm may require you to undergo a medical examination by its nominated doctor or consultant. The firm may also elect, with your consent, to consult your own doctor.

9. Notice Entitlement

9.1 Subject to sub-paragraph 9.2 below and / or other than during the Probationary Period (if applicable), the minimum period of notice that the Firm will give you to terminate your employment is **30 days**. The minimum period of written notice that you are required to give the Firm is 30 days.

9.2 Notwithstanding sub-paragraph 9.1, the Firm reserves the right to terminate your contract without any notice if it has reasonable grounds to believe that you are guilty of serious or gross misconduct (which shall, without limitation, include any breach of any of the provisions of this contract of employment), in which case no notice or pay in lieu of notice will be due.

9.3 The Firm reserves the right to require you to remain at home and/or not to undertake all or any of your duties of employment and/or not to contact certain clients or colleagues during part or all of any period of notice of termination of your employment (whether given by you or the Firm), provided that your cost to company is paid and contractual benefits are provided in the usual way. For the avoidance of doubt, you will continue to be bound by your duties and obligations to the Firm until the end of the notice period.

9.4 Instead of a period of notice pursuant to sub-paragraph 9.1 above or any other period of notice applicable to your employment at the relevant time, the Firm may, at its discretion, elect to pay you a sum equivalent to the cost to company (but not benefits) which you would have received during your notice period.

10. Termination Gratuity

10.1 You will be entitled to Gratuity in accordance with the Payment of Gratuity Act 1972 provided you meet the eligibility criteria set out therein. Further details are provided in the India Employee Handbook.

10.2 In considering any payments due to you on termination of employment whether discretionary or not the firm will deem any Gratuity due to you as being inclusive of or in lieu of any payments due to you on termination of employment.

11. Benefits and Allowances

11.1 The firm offers a number of discretionary benefits to employees during employment. There is no con-

summary of the benefits currently available and the provision of any such benefit will be subject always to the rules and/or policy (as amended from time to time) governing the provision of such benefit.

11.2 The firm will provide medical insurance cover for hospitalisation treatment, subject to any underwriting requirements or limits imposed by the insurer. Coverage is provided for 5 family members (which can be your spouse, children or dependent parents), if applicable.

11.3 The firm will provide accidental death insurance cover, which will pay a benefit of three times your annual cost to company to your beneficiaries, and life insurance cover of three times your annual cost to company. This insurance cover will be subject to any underwriting requirements or limits imposed by the insurer.

12. Discipline and Grievance

12.1 The firm's disciplinary policy is contained in the Employee Handbook. Whilst the disciplinary process does not form part of your contract of employment, the disciplinary rules do. Disciplinary sanctions may include oral or written warnings and the firm reserves the right to terminate your employment (with or without notice or payment in lieu of notice, at the discretion of the firm), transfer you to another position, to demote you or to impose a financial penalty, if appropriate. If it appears that you have committed an act of serious or gross misconduct, you may be suspended from your duties, pending the outcome of the firm's investigation into the alleged misconduct.

12.2 If you are dissatisfied with a disciplinary decision taken against you, you should contact Human Capital Management, which will arrange for your concern to be raised with the appropriate person.

12.3 If you have a grievance, you may raise the matter with the person you report to either in writing or in person or you may use the firm's formal grievance procedure, details of which are set out in the Employee Handbook.

13. Deductions

13.1 You agree as a term of your employment with the firm that the firm shall be entitled at any time during your employment, or in any event on termination, to deduct from your actual total compensation any monies due from you to the firm, including but not limited to:

- any debt or advance for the time being owed by you to the firm or to any Goldman Sachs entity;
- any deduction relating to leave or holiday taken in excess of entitlement as at the date of the termination of employment;
- any deduction in respect of costs incurred by the firm or the cost of repairing damage to the firm's property caused by you (and of recovering the same);
- any deduction in respect of employee contributions towards benefits provided by you to the firm; and
- any other money owed by you to the firm.

14. Confidential and Proprietary Information

14.1 In connection with your employment by the firm, you may have access to non-public information and materials, including but not limited to information and materials describing or relating to the business and financial affairs, personnel matters, operating procedures, organisational responsibilities, marketing matters, and policies or procedures of Goldman Sachs or its Managing Directors, employees, clients or other third parties; or the personal affairs of Managing Directors or employees ("Confidential and Proprietary Information and Materials"). With respect to such Confidential and Proprietary Information and Materials, you agree that:

- Confidential and Proprietary Information and Materials shall be used only as authorised and only for the purposes intended by Goldman Sachs; and
- you will hold all Confidential and Proprietary Information and Materials in strict confidence and, except for the above authorised uses, will not, nor will you permit any agent to give, disclose, copy, reproduce, sell, assign, license, market or transfer Confidential and Proprietary Information and Materials to any person, firm or corporation, including any Managing Director or employee of Goldman Sachs who does not have a need to know or see the Confidential and Proprietary Information and Materials. This provision applies to authorised writings of any kind containing such information or materials, including books and articles; and
- unless you have prior written authorisation from Goldman Sachs, you will not publicise, disclose or allow disclosure of any information about Goldman Sachs, its present or former Managing Directors, employees, agents or clients, its or their business and financial affairs, personnel matters, operating

of your candidacy for employment or your tenure as an employee of the firm or of the termination of such employment, with any reporter, author, producer or similar person or entity, or take any other action seeking to publicise or disclose any such information in any way likely to result in such information being made available to the general public in any form, including books, articles or writings of any other kind, as well as film, videotape, audiotape or any other medium; and

- while employed by the firm, you will not disclose or use without authorisation any information concerning persons or entities other than Goldman Sachs that is confidential or proprietary to them, nor will you use information in any manner that would constitute a violation of any undertaking or agreement with a prior employer or third party; and
- upon the termination of your employment (or earlier if requested by the firm), you will return to Goldman Sachs all originals and copies of documents and other materials relating to Goldman Sachs or containing or derived from Confidential and Proprietary Information and Materials that are in your possession or control, accompanied, if requested, by a certificate signed by you and satisfactory to Goldman Sachs to the effect that all such Confidential and Proprietary Information and Materials have been returned.

14.2 You hereby irrevocably assign to Goldman Sachs, its successors and assigns, and Goldman Sachs shall have exclusive ownership rights, including, without limitation, all patent, copyright and trade secret rights, with respect to any work, including, but not limited to, any invention, discoveries, concepts, ideas or information, conceived by you in the course of your employment with Goldman Sachs, and all documents, data and other information of any kind including, incorporating, based upon or derived from the foregoing, including reports and notes prepared by you. Such work will be the property of Goldman Sachs, shall be considered a work made for hire and may not be used for any purposes other than the benefit of Goldman Sachs. Any and all such property and material containing such property shall be delivered to Goldman Sachs on request and in any event at the termination of your employment by the firm, and no copies thereof shall be retained by you unless the prior written consent of Goldman Sachs is obtained with respect thereto. You will cooperate fully with Goldman Sachs to establish, protect or confirm Goldman Sachs' exclusive rights in such work or to enable it to transfer legal title together with any patents that may be issued. A certificate evidencing compliance with this provision shall, if requested, be provided to Goldman Sachs.

14.3 The obligations set out in this paragraph shall survive the termination of your employment. You hereby acknowledge that any violation, breach or other failure on your part to comply with these obligations could materially and irreparably injure Goldman Sachs and its business in a manner inadequately compensable in damages, and that Goldman Sachs may seek and obtain injunctive relief against the breach or threatened breach of these obligations in addition to any other legal remedies that may be available.

15. Compliance

15.1 You must review and comply with the policies and procedures outlined in the India employee Handbook. Also, you will be expected to comply with the firm's code of business conduct and ethics and applicable policies published in the firm's compendium of policies. Specifically, on Personal Compliance policies, as related to maintaining Brokerage accounts, Demat accounts, Investment accounts (Collectively, "Covered Accounts") and making Private Investments, you and your related persons must disclose and obtain appropriate pre approval, which is subject to the firm's discretion. If you wish to maintain Brokerage / Demat account(s), they need to be held with a designated broker approved by Goldman Sachs. India based employees are allowed to only open and maintain the covered account(s) exclusively with a GS Designated Broker (Kotak Securities Ltd. / Zerodha Securities Private Limited / Interactive Brokers LLC) or any other broker that the firm may designate from time to time after seeking appropriate approval from Compliance. There are also division specific policies around personal trading, which you will need to adhere to. As for personal outside activities, you will be required to pre-clear your existing and all future external engagements and the firm reserves the right to not approve / allow any external engagement / activity at its discretion. Notwithstanding the generality of the foregoing, in general, the firm will not approve 'for profit' directorship, or any activities that could cause conflict to your role or reputational risk to the firm.

[This space is intentionally left blank. Signature required on the following page.]

16. Regulatory Authorities

16.1 It is a condition of your employment to comply with the rules of any organization by which Goldman Sachs is regulated, or with whom Goldman Sachs may be registered as amended from time to time.

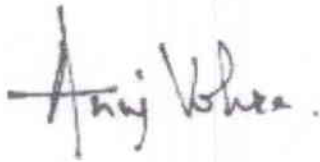
17. Miscellaneous

17.1 The terms and conditions of this contract of employment shall be governed and interpreted according to the laws of India. Any dispute, controversy or claim arising out of or in connection with this contract of employment shall be finally settled under the Rules of Arbitration of the International Chamber of Commerce. The seat of arbitration shall be Bengaluru. The language of arbitration shall be English.

Signed _____

Dated _____

Signed



**Anuj Vohra
Vice President
Human Capital Management**

For and on behalf of Goldman Sachs Services Private Limited – Hyderabad

VERIFICATION OF EMPLOYEE DETAILS AUTHORISATION

In signing below I confirm that the information I will be providing in the on-line forms will be complete, accurate and true. I understand that this offer of employment is conditional upon the verification, to the firm's entire satisfaction, of any or all of the information I will be supplying and that if any of the information I provide is found to be misleading, false or otherwise inaccurate, the firm may in its sole discretion withdraw this offer of employment or, if I have already commenced employment with the firm, take disciplinary action (up to and including dismissal) against me.

I understand that the firm and/or any persons or organisation acting on the firm's behalf (which may include third parties outside the Goldman Sachs group) (hereinafter, "you") may, to the extent permitted by law, procure, process and store information from any individual, company, institution or other body which you consider necessary or desirable for the assessment of my suitability for employment. I understand and agree that this will include the verification of the information I will be providing in the on-line forms and may well include the obtaining of documents and/or information covered by various data protection laws, of investigative and consumer credit reports which may contain information regarding my background, character, legal history, credit worthiness and personal reputation. I also understand and agree that you may perform reference checks of my employment (including any current employment unless I have otherwise instructed).

I acknowledge that undertaking verification of the information provided in response to the questionnaire and the additional background screening process is necessary to satisfy the firm as to my suitability for employment with the firm, and to help protect the firm against potential reputational, legal and economic risks. I also acknowledge that if my employment is subject to regulatory supervision, such verification and background screening may be necessary for regulatory purposes.

I also agree that, during the course of my employment with the firm, a consumer or investigative report may be procured in connection with subsequent employment decisions. I understand that you agree that you will not use or publish any such documents and/or information save as is reasonably required by the firm in respect of my application for employment by it. I authorise you to carry out all such investigations as are described above. I hereby explicitly consent to the processing by you of personal data (including sensitive personal data) and understand and accept that this data may be transferred to and processed outside the country. I understand that, upon my written request, I will be advised of the name and address of each consumer reporting agency from which a consumer report or investigative report may have been obtained.

I confirm that in carrying out such enquiries and investigations you are entitled to and will rely upon the consents and authorities I have given. I further agree that you and any person or entity supplying information shall incur no liability whatsoever in respect of any document or information supplied as a result of or obtained through such inquiries and investigations. This shall be the case whether the content of any such document obtained is accurate or inaccurate and/or any information is true or untrue.

Print Name: _____

Signature: _____ Date: _____

India Compensation & Benefits Structure

Please note, the below summary does not form part of your terms and conditions of employment and is provided for illustrative purposes only. The benefits may change from time to time at the discretion of the firm.

To assist you in reviewing the offer we have made to you we set out below a summary of the compensation and benefits structure which will be afforded to you should you accept the offer of employment with the firm. For specific information regarding compensation and benefits you should refer to the terms and conditions of your employment or the firm's policies and procedures as appropriate.

Components of Cost to Company (CTC)

Components	Definition	Figures
Basic Salary	50% of CTC (cost to company)	INR 875,000
Housing Allowance	40% of your annual Basic Salary payable monthly	INR 350,000
Employer's Provident Fund	Firms contribution towards the Employees Provident Fund Scheme at the rate of 12% of your annual Basic Salary	INR 105,000
Transport Allowance(1)	Transport Allowance payable monthly	INR 19,200
Special Allowance	Allocations(2) may be made from Special Allowance as per the India Income Tax guidelines. Any unallocated amount will be paid out monthly after deduction of applicable taxes	INR 400,800

(1) For persons with disabilities, allowance per the Income Tax guidelines will apply.

(2) Leave Travel Allowance (LTA) up to 12.5% of Basic or INR 75,000 per annum whichever is lower.

Telephone bills reimbursement – up to a max of INR 24,000 per annum.

National Pension System - up to max 10% of Basic Salary per annum.

The composition of the Special Allowance may be changed by the firm at any time and is subject to annual review.

Provident Fund - in accordance with the law in India the firm pays 12% of the 'basic salary' to the provident fund. A contribution of 12% is required to be paid by both the employer and the employee. The amount shown in the CTC is the contribution by the employer. There will be a monthly deduction of a similar amount from your pay covering the required employee contributions.

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Other Compensation and Benefits

Discretionary Compensation - If you are an active employee and have not given or received notice of termination as at the fiscal year end you *may be* eligible to receive discretionary compensation. As you will be joining the firm after the beginning of the fiscal year 2023, such discretionary compensation will be prorated for the actual time of your active employment during the fiscal year. Discretionary compensation is not a part of guaranteed annual salary of the employee even if paid consistently over a period of years. Discretionary compensation payments will be payable in the subsequent fiscal year on a date, and in a manner, to be determined by the firm. **Please note that this discretionary compensation and eligibility to receive this compensation is at the discretion of the firm.** As you will be joining the firm after the beginning of the fiscal year 2023, such discretionary compensation will be prorated for the actual time of your active employment during the fiscal year.

Medical Insurance - the firm provides insurance cover for hospitalization treatment, subject to any underwriting requirements or limits imposed by the insurer. Coverage for family is provided (employee and five dependants which can be spouse, children or parents) if applicable.

Maximum annual benefit limit is INR 500,000 per family. This insurance cover will be subject to any underwriting requirements, conditions or limits imposed by the insurer.

Accidental Death/Permanent Disability Insurance - the firm provides accidental death insurance cover, in the event of death or permanent disability a sum equal to three times annual cost to company is paid, in the event of permanent partial disability a percentage will be determined and paid based on guidelines in the policy. This insurance cover will be subject to any underwriting requirements or limits imposed by the insurer.

Life Insurance - the firm will provide life insurance cover of three times your annual cost to company. This insurance cover will be subject to any underwriting requirements or limits imposed by the insurer.

Termination Gratuity - you will be entitled to gratuity in accordance with the Payment of Gratuity Act 1972 provided you meet the eligibility criteria set out therein. Compulsory termination payments on leaving after four years and eight months continuous service or, at any time, due to death or disability. Forfeiture will apply if termination due to negligence or misconduct.

Paid Leaves - You will be entitled to Parenting Leaves and other paid leaves provided by the firm, in addition to the Annual Vacation and Holidays. The details will be as set out in the "Paid Leaves" policy of the India Employee Handbook.



V. Praneetha

CSE-3

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7337437847

October 7, 2022

Dear Praneetha Vemula,

Welcome to **Providence Global Center ("PGC")**! We are excited that you are joining our outstanding team of dedicated professionals who work together every day to bring our Health for a Better World vision to life. As a not-for-profit, Mission-driven organization, we continue our legacy of service that began in the western United States over 100 years ago. It is this commitment to our heritage, Mission and core values that sets us apart from other health care organizations. Thank you for contributing your talent and expertise to our continued growth and development.

It is my pleasure to confirm the following details of your employment offer, with a mutually agreed- upon joining date **July 3, 2023**. **(Please contact us immediately if you require an alternative joining date)**. Please note in consonance to our discussion we have also outlined the external and internal job title that will be used accordingly during your tenure with the organization.

Please confirm your acceptance of this offer by communicating via email within 10 working days, failing which this offer for employment with us shall stand rescinded.

OFFER JOB DETAILS:

External (Business Card) Job Title:	Data Engineer
Internal (Address Book) Job Title:	Data Engineer
Location of employment	Hyderabad, Telangana
Department:	Information Services
Address and reporting time:	Providence Global Center LLP 8th Floor, Skyview 10 83/1, Raidurgam - Hitech City Rd Hyderabad, Telangana 500081 9:00am - Please note that it is important to be on time to complete the joining formalities
Duties	In return for the payments set forth in this letter, you agree to devote your full business time, best efforts, skill, knowledge, attention, and energies to the advancement of PGC's and its affiliates' business and interests and to the performance of your duties and responsibilities as an employee of PGC and not to engage in any other business activities without prior approval from PGC.
Compensation and Benefits	You will be entitled to receive compensation and benefits per the enclosed Remuneration schedule. Such compensation may be adjusted from time to time in accordance with normal business practice and in the sole discretion of PGC. Any benefit programs made available by PGC, and the rules, terms and conditions for participation in such benefit plans, may be changed by PGC at any time without advance notice. All compensation will be subject to any withholdings required by or elected by you in accordance with the laws of India.

Proprietary Information	You acknowledge that the nature of PGC's and its affiliates' business is such that protection of its proprietary and confidential information is critical to the survival and success of the business. You will be required to execute an INVENTION AND NON- DISCLOSURE AGREEMENT and if requested, a NON-COMPETITION AND NON-SOLICITATION AGREEMENT , to the satisfaction of PGC. The Agreement(s) will be shared upon joining and is/are a condition of your employment with PGC.
Information Required:	<p>Please bring the listed documents / details on your day of joining. You will not be permitted to join if you are unable to provide all the required documents.</p> <ul style="list-style-type: none"> • Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C) • Original Academic Certificates (all from 10 to Highest) • Original Resignation Letter with acknowledgement • Relieving letter from previous employer (Original) • Proof of compensation last drawn (3 Months - Original) • Two passport size photographs (Recent) • Passport • Aadhar Card • Copy of PAN Card • Universal Account Number • Other appropriate valid work permits

You will be required to provide the Aadhar Number on the day of onboarding and the same must be updated on PGC's HR Systems within 30 days of your onboarding. Please do ensure that the name listed with Aadhar is the same as the name given by you to PGC, and that appears on your PGC employment contract. If there is a mismatch, please have the mismatch rectified with Aadhaar authority (UIDAI) prior to onboarding.

This position is benefits eligible. Information about compensation and benefits is provided in the enclosed Remuneration schedule, with additional current benefits details outlined in the attached Health and Wellness addendum. Any benefit programs made available by PGC, and the rules, terms and conditions for participation in such benefit plans, may be changed by PGC at any time without advance notice.

JOINING AND RETENTION BONUSES:

The Company shall pay you a one-time joining bonus and retention bonus as detailed further. The INR 200,000.00 will be paid on the next feasible payroll following your date of employment ("**Hire Date**"). The INR 300,000.00 will be paid after completion of your first year with PGC. The INR 300,000.00 will be paid after completion of your second year with PGC. The INR 300,000.00 will be paid after completion of your third year with PGC. Terms and Conditions requiring your signature will be provided upon joining, which will include a repayment requirement if your employment terminates within 1 year of the payment.

OFFER CONTINGENCIES:

As with all offers, this job offer depends upon successful completion of all post-offer requirements and conditions including background checks prior to your first day of employment. Any delay in completing these post-offer requirements and conditions may impact your start date. Please note that PGC may share the results of your post-offer requirements results with its affiliates, partners and related entities. If your position requires licensure and/or certification through your state, professional organization, or as identified in your job description, it is your responsibility to renew those professional credentials before they expire and keep them in good standing. It is your responsibility to provide these documents to be verified prior to hire and each time they are renewed.

You will be on probation for a period of 90 days from the date of joining PGC. You will be considered confirmed in ongoing services after 90-days, based on your performance during the probationary period. Your probationary period may be extended by your supervisor, based on your performance. Your association and employment will be governed by the various associate-related policies and guidelines of PGC in addition to the core values of our organization cherished over the last many years and will be subject to the terms & conditions, mentioned in your assignment letter, which will be issued to you on your joining with PGC.

This offer is being made to you based on the information submitted/declared by you to PGC and consequently, if any

declaration given or information furnished by you to PGC proves to be false/forged or if you are found to have willfully suppressed any material information, you will be removed from services without notice or compensation. You represent that you are not bound by any employment contract, restrictive covenant or other restriction preventing (or that purports to prevent) you from entering into employment with or carrying out your responsibilities for PGC, or which is in any way inconsistent with the terms of this letter.

PGC expressly reserves the right to end your employment without 'Cause' with appropriate notice or by payment in lieu of notice period, which will be set forth in detail in the assignment letter on the day of joining. PGC may terminate your services immediately for 'Cause' or by such notice as it deems fit. You agree to not resign or otherwise terminate your employment with PGC without first giving PGC 60 days' written notice of the effective date of your last day of employment.

Other Important Terms: This offer letter is your formal offer of employment and supersedes any and all prior or contemporaneous agreements, discussions and understandings, whether written or oral, relating to the subject matter of this letter or your employment with PGC. This letter, and the legal relations between you and the Company, will be governed by and construed in accordance with the laws of India and the courts in Hyderabad, Telangana, India shall have jurisdiction with respect to any disputes arising out of, or in connection with, the terms of this letter. Congratulations on your new role and welcome to the PGC team! We are committed to providing a smooth transition as you begin your employment with us. Additional details will be outlined in your assignment letter on the day of joining, as well as in the PGC policies. Don't hesitate to contact me or your supervisor if you have any questions.

Sincerely,

Nagraj Shriyan

Nagraj Shriyan
Senior Director, Talent Acquisition

REMUNERATION (Cost to Company - CTC)

1.1 Remuneration

Upon joining the Organization, your total annual cost to company (CTC) for the year is **INR 1,600,000.00**. The break-up of the total annual CTC shall be as set out below. The CTC shall be prorated if for part of an applicable period.

1.2 CTC structure (all amounts in INR)

Components	Annual Offer
A. Basic salary	581,607.00
B. Flexible Benefit Plan (FBP)	639,767.00
C. HRA	232,643.00
Fixed Salary (A+B+C)	1,454,017.00
D. Company's contribution to PF	69,793.00
Fixed Base Salary (Ann Base+D)	1,523,810.00
E. Annual Target %	5.00
E. Annual Target Bonus	76,191.00
Fixed Base + Target Bonus (D+E)	1,600,000.00
Total Cost to Company	1,600,000.00
Total Cost to Company + Sign On	1,800,000.00
Add Ons	INR
Sign on Bonus	200,000.00
Retention Bonus Year one	300,000.00
Retention Bonus Year two	300,000.00
Retention Bonus Year three	300,000.00

*Please note that the payment of the annual target bonus is discretionary and is, amongst other conditions, subject to satisfactory organizational and individual performance, viable business case and applicable market conditions.

1.3 Benefits – please also find attached Health and Wellness Highlights for more details regarding specific programs. Additional information will be provided at joining.

a) Medical Insurance Coverage: Caregiver, Spouse/Partner, all dependent children up to 25 years of age, plus two dependent parents/in laws in any one set. The annual insured amount for the persons covered will be in accordance with PGC's policies applicable at the relevant time.

b) Personal Accident Insurance Coverage: Applies only to the caregiver and does not cover the caregiver's family. The insured amount will be in accordance with PGC's policies applicable at the relevant time.

c) Life Insurance Coverage: Applies only to the caregiver and does not cover the caregiver's family. The insured amount will be in accordance with 4 PGC's policies applicable at the relevant time.

d) Maternity Benefit and Crèche Facility: Where applicable, benefits will be as per the Maternity Benefits Act 1961 and PGC's Maternity Benefit Policy will be available to all female caregivers.

e) Gratuity: Where applicable, as required under the Payment of Gratuity Act, 1972.

1.3 Telephone Reimbursement: Reimbursement of expenses incurred on telephone and mobile can be claimed against valid original bills (i.e. original bills for the period you are in employment with the Organization issued in your name within the same financial year in which the claim is made). Maximum annual reimbursements will apply.

1.4 Meal Benefit: A meal subsidy to be provided with a daily allotment to all employees.

Preethi Byra

B.E CSE3

preethibyra@gmail.com

9390755923

**PEPSICO****PRIVATE AND CONFIDENTIAL**

January 17, 2023

Preethi Byra

8-1-167/502/1/A/1 Prime Heights Apartment Jagtial, Telangana 505327
India

Dear Preethi Byra,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad -IND**. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP**(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786**

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



January 17, 2023

Preethi Byra

8-1-167/502/1/A/1 Prime Heights Apartment Jagtial, Telangana 505327
India

Dear Preethi,

We are pleased to confirm our offer to join "PepsiCo Global Business Services India LLP" ("The Organization") as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day's of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is **INR 985,817.00** per annum. This includes statutory retivals. The Target Variable pay offered to you is **INR 91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization's annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed from your Start Date to your termination date and the denominator of which will be 12

(such amount, the "Earned sign-on cash bonus"), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days' notice in writing ("Notice Period"). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or 'Basic Pay' in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

***(This entity is registered with Limited Liability)* LLP Identification Number: AAO-6786**

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



PEPSICO

PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Preethi Byra

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000

D.R. Kavari

B.E CSE-3

Phno :- 8523019485

Rollno :- 160119733139

TMEIC

Ref: TMEIC/GET/2023/39

Date: 08/02/2023

Ms. Dasari Ravinder Kavari3-18-6/a , Pedda Kamela ,Tirumalgiri,
Hyderabad,Telangana -500015Dear **Ms. Dasari Ravinder Kavari,**Sub: **Offer for Training with the Organization.**

Thank you for exploring career opportunities with TMEIC Industrial Systems India Pvt. Ltd. We are pleased to inform you that based on the interviews conducted recently, you are selected as "**Graduate Engineer Trainee**" in our organization. You shall undergo training in our organization for a period of one year commencing from the date of your joining the organization.

As informed by your educational institute, your final examinations are due to get completed in the 2nd week of June 2023 and you will receive your results and certificates by First week of July 2023.

Your selection as a Trainee in our organization is subject to your passing the final academic exams in the first attempt (B. Tech or M. Tech as the case be) and acquire the degree. Please note that you will have to produce the final passing certificate along with the marksheet to the organization immediately after the declaration of the results.

Considering the foregoing, you are required to join the organization tentatively between 10th July 2023 to 20th July 2023. The exact date of joining will be communicated to you. In the event of failing to acquire the required qualification and/or submitting the marksheet and passing certificate, this offer of traineeship will stand withdrawn. Also, if you fail to join on the date communicated to you, this offer will stand withdrawn.

Initially you shall be based at our office at **Unit # 03-01, Third Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081**. In times to come, based on the requirements, you may be placed at any other locations where the company has factory, office or business activities, either in India or abroad.

During the training period, you will be paid an all-inclusive/Cost to Company (CTC) compensation of **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Additionally, you will also be paid a one-time amount of **Rs. 50,000/-** (Rupees Fifty Thousand Only) as Bonus for successful completion of the training with satisfactory level of performance. This one-time payment shall be made to you at the end of your training period. In case you leave on your own or the management terminates your traineeship for whatever reason before the said period of one year or you fail to perform as per the expectations of the management, you shall not be eligible for receiving the above mentioned one-time amount.

The details of your Compensation and Benefits is mentioned in **Annexure-A**. The terms and conditions that will govern your training are mentioned in **Annexure-B**.

This offer automatically stands terminated at the end of the period of one year, unless you are informed otherwise about further extension of training in writing by the management.

In case of further clarifications, please feel free to contact Mr. Karthik Rao Joginipelly on mobile: 9885337177 or email: karthikrao.joginipelly@tmeic.in.

We welcome you to **TMEIC India** and look forward to a long and mutually beneficial association.

For **TMEIC Industrial Systems India Pvt Ltd.**


Uttam Rathod**Head – Corporate HR**

Encl.: Annexure – A (Compensation Details)
Annexure – B (Terms & Conditions of Training)

TMEIC Industrial Systems India Private Limited

Unit # 03-01, 3rd Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081, Telangana, India
CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | Tel: +91 40 4434 0000 | Fax: +91 40 4434 0034



Annexure – A

COMPENSATION DETAILS

Fixed Component	Monthly (INR)	Annual (INR)
I) Basic Salary	21500	258000
II) Other Flexi Allowances	6886	82630
A) Total Fixed Components (I+II)	28386	340630
Benefits		
III) Employer's contribution to the Provident Fund as per the provisions of the PF Act (@ 12% of Basic Salary)	2580	30960
IV) Gratuity (As per the provisions of the Gratuity Act)		12410
V) Notional Value of Insurance Premium paid by the company for Group Medclaim Policy, Group Personal Accident Policy & Group Term Life Insurance Policy		16000
B) Total Benefits (III+IV+V)		59370
CTC (A+B)		400000

Other Flexi Allowances	
The other Flexi allowances and their permissible limits are as follows:	
Allowance	Permissible Limit
House Rent Allowance	0-40 % of Basic
Leave Travel Allowance*	Rs.0 to Balance
Meal Coupons	Rs.13,200 per annum or Rs.26,400 per annum.
Special Allowance	Balance Amount
*Leave Travel Allowance: Reimbursement can be claimed in accordance with the Income Tax rules. Unclaimed amount if any at end of the financial year will be taxed and credited to employee account.	

Insurance Benefits
Group Term Life Insurance - Maximum amount covered is equal to Ten times of CTC, subject to a maximum of 1 Crore.
Group Personal Accident Insurance - Maximum amount covered is equal to Two times of CTC.
Group Medclaim Policy – Maximum Medical Insurance Coverage is INR 4,50,000 for Self, Spouse, Children and Dependent Parents.

For TMEIC Industrial Systems India Pvt Ltd.

Uttam Rathod
Head Corporate HR

TMEIC Industrial Systems India Private Limited

Unit # 03-01, 3rd Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081, Telangana, India
CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | Tel: +91 40 4434 0000 | Fax: +91 40 4434 0034



Annexure – B

1. Training Agreement

(a) Secrecy

During the period of your training, you will work honestly, faithfully, diligently and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge.

(b) Conflict of Interest

Your position with the Company calls for whole time training and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder of the parent companies) in any other trade or business, during your training with the Company.

2. Termination of Training

- a. During the training period of one year, either party can terminate this contract without giving any notice or without giving any reason.
- b. At the end of the duration of the training period of one year, the company/management at its sole discretion, may decide to offer you a regular employment on its rolls, else your traineeship shall automatically stand terminated.
- c. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on training. In such case, your training shall automatically come to an end without any notice of termination.
- d. Your behavior will be governed by the Company's code of conduct "Integrity commitment". You will be required to acknowledge the receipt of the same and make a commitment to abide by the rules laid down in the policy. If there is any non-compliance with the same or non-performance of contractual obligation of the terms and conditions laid down in this agreement, 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.
- e. In case there is any adverse report against you through either reference check or if you have provided us with any false declaration or willfully suppressed any material information which may be detrimental to the interests of the company, the company reserves the right to terminate your services without notice (notwithstanding any other provisions), on the grounds of misrepresentation of facts.

3. Retirement Age

The age of retirement from the services of the company is 60 years.

4. Assignments/Transfer/Deputation

Though you have been engaged for a specific position, the Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new location shall govern you.

You shall, only at the request of the Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.

5. Restraints

Non-disclosure

You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company that you may have pursued as an associate of the Company.



Authorisation

Only those authorized by a specific power of attorney may sign legal documents, representing the Company.

6. Overseas Service Agreement

As the Company will be spending substantial amount of time and money for your deputation / secondment abroad, you may be required to sign a deputation agreement with the Company and also execute a Surety Bond on such terms, as the Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving the Company for a stipulated period).

7. Intellectual Property Rights

All intellectual property rights, including, but not limited to, Patents, Copyrights, Methodologies, Designs and Semiconductor chips shall be assignable to the Company and shall be deemed to be "work made for hire". You shall execute/sign such documents for this purpose, as and when required by the Company.

8. Jurisdiction

Even though the Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your training will be the courts in Secunderabad only.

9. General

The above terms and conditions including those in Annexure - A (Compensation Details) are based on prevailing Company policies, procedures and other rules currently applicable in India as well as overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Travel, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as shall be in force from time to time.

10. Joining Procedure

At the time of joining, you are requested to submit the following documents:

- a) Self - attested copies of certificates supporting your qualifications (from schooling onwards to highest degree) along with marks sheets.*
- b) Five colored passport sized photographs.
- c) Attested copies of
 - Passport /Driving License
 - Aadhar Card
 - PAN card

* Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer.

For TMEIC Industrial Systems India Pvt Ltd.

Uttam Rathod
Head Corporate HR

Acceptance and Acknowledgement

I, Kaveri, hereby acknowledge that I have read all the terms and conditions mentioned above in the offer for training with the organization and confirm my acceptance to the same.

.....
(Signature)

Date:



Pokala Deva Teja
160119733149
CSE-3, 7993461499
Deva Teja <devateja30@gmail.com>

Deva Teja Pokala - Accept the Offer from SVAAS Wellness Ltd.

Deva Teja <devateja30@gmail.com>

To: Aparna Pavan Vadla <aparnapavan@svaaswellness.com>

Tue, 13 Jun 2023 at 2:37 PM

I have reviewed the terms of employment as set out in the contract and am happy to accept my starting salary for this position. I also accept the terms of the company as detailed in the conflict of interest policy. I accept the offer.

On Tue, 13 Jun 2023, 11:57 am Aparna Pavan Vadla, <aparnapavan@svaaswellness.com> wrote:

Hi Deva Teja Pokala,

Congratulations!

Based on our interaction with you, we are pleased to offer you a position of Trainee – Engineering Team with SVAAS Wellness Ltd.

In terms of Total Compensation, we are offering you **Rs. 6,23,456 per annum (Rupees Six Lakhs Twenty Three Thousand Four Hundred and Fifty Six only)**. The details of your compensation break-up are given below. Apart from the above, you will be entitled for relocation allowance as enclosed in the email.

Name :	Deva Teja Pokala		
Role Band :	TT		
Target Total Compensation :	6,00,000		
SALARY COMPONENTS	Monthly	Yearly	Remarks
Basic	20,000	2,40,000	
House Rent Allowance	8,000	96,000	40% of Basic
Education Allowance	200	2,400	Fixed
Minimum Guaranteed Bonus	9,667	1,16,000	
Leave Travel Allowance	8,333	1,00,000	Upto ₹ 1 lakh

Statutory Monthly Interim Bonus	700	8,400	
Bonus / Exgratia	-	8,400	Fixed Annual Component
Total Guaranteed Compensation	47600	5,71,200	
Provident Fund	2,400	28,800	12 % of Basic
Total Fixed Compensation	50000	6,00,000	
		-	
Target Total Compensation		6,00,000	
Additional Benefits			
Gratuity	962	11,544	4.81% of Basic
GTLI		1,912	
GPA			
Mediclaime		10,000	
		-	
Sub Total		23,456	
Total Cost to Company		6,23,456	

Retention Bonus: In addition to this you will be paid a one-time bonus of **Rs. 1,00,000** (One Lakh only) at the completion of 1 year from your date of joining.

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

If you have any clarification on the offer, please feel free to discuss the same with me. As a token of acceptance of our offer, please send us the confirmation of the acceptance of our offer before 7:00 PM, 13th June 2023 on receipt of this email.

Note:

- a) Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification.
- b) Your date of joining is 19th June 2023.
- c) Probation period : - There will be a one-year probation from the date of your joining. Post completion of one year, you will be confirmed.
- d) You will be required to undergo a proper medical checkup before you join. To help you schedule an appointment we have attached the list of centers. To schedule an appointment, kindly send a mail to the nearest center from the list and mark us in cc. Request you to share the details in the below format. Kindly note medical check-up must be completed before the date of joining.

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

- e) Reporting Location: Hyderabad.
- f) Initial accommodation for first 15 days will be provided by us. You need to inform the date of arrival to your workplace.
- g) You should make your own travel arrangements and get it reimbursed as per the policy. In case if you are taking a flight, we will reimburse the amount equivalent to 2nd AC Train fare.

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

Please email me any queries you have.

Thanks & Regards,

Aparna Pavan Vadla | SVAAS Wellness. (A fully owned Subsidiary of Dr Reddy's) | Recruitment Specialist | Mobile: +91 9700161695

svaas logo

CSE3

160119733151



October 7, 2022

Dear Hemanth Gudla,

Welcome to Providence Global Center ("PGC")! We are excited that you are joining our outstanding team of dedicated professionals who work together every day to bring our Health for a Better World vision to life. As a not-for-profit, Mission-driven organization, we continue our legacy of service that began in the western United States over 100 years ago. It is this commitment to our heritage, Mission and core values that sets us apart from other health care organizations. Thank you for contributing your talent and expertise to our continued growth and development.

It is my pleasure to confirm the following details of your employment offer, with a mutually agreed- upon joining date July 3, 2023. (Please contact us immediately if you require an alternative joining date). Please note in consonance to our discussion we have also outlined the external and internal job title that will be used accordingly during your tenure with the organization.

Please confirm your acceptance of this offer by communicating via email within 10 working days, failing which this offer for employment with us shall stand rescinded.

OFFER JOB DETAILS:

External (Business Card) Job Title:	Data Engineer
Internal (Address Book) Job Title:	Data Engineer
Location of employment	Hyderabad, Telangana
Department:	Information Services
Address and reporting time:	Providence Global Center LLP 8th Floor, Skyview 10 83/1, Raidurgam - Hitech City Rd Hyderabad, Telangana 500081 9:00am - Please note that it is important to be on time to complete the joining formalities
Duties	In return for the payments set forth in this letter, you agree to devote your full business time, best efforts, skill, knowledge, attention, and energies to the advancement of PGC's and its affiliates' business and interests and to the performance of your duties and responsibilities as an employee of PGC and not to engage in any other business activities without prior approval from PGC.
Compensation and Benefits	You will be entitled to receive compensation and benefits per the enclosed Remuneration schedule. Such compensation may be adjusted from time to time in accordance with normal business practice and in the sole discretion of PGC. Any benefit programs made available by PGC, and the rules, terms and conditions for participation in such benefit plans, may be changed by PGC at any time without advance notice. All compensation will be subject to any withholdings required by or elected by you in accordance with the laws of India.

Proprietary Information	You acknowledge that the nature of PGC's and its affiliates' business is such that protection of its proprietary and confidential information is critical to the survival and success of the business. You will be required to execute an INVENTION AND NON- DISCLOSURE AGREEMENT and if requested, a NON-COMPETITION AND NON-SOLICITATION AGREEMENT , to the satisfaction of PGC. The Agreement(s) will be shared upon joining and is/are a condition of your employment with PGC.
Information Required:	<p>Please bring the listed documents / details on your day of joining. You will not be permitted to join if you are unable to provide all the required documents.</p> <ul style="list-style-type: none"> • Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C) • Original Academic Certificates (all from 10 to Highest) • Original Resignation Letter with acknowledgement • Relieving letter from previous employer (Original) • Proof of compensation last drawn (3 Months - Original) • Two passport size photographs (Recent) • Passport • Aadhar Card • Copy of PAN Card • Universal Account Number • Other appropriate valid work permits

You will be required to provide the Aadhar Number on the day of onboarding and the same must be updated on PGC's HR Systems within 30 days of your onboarding. Please do ensure that the name listed with Aadhar is the same as the name given by you to PGC, and that appears on your PGC employment contract. If there is a mismatch, please have the mismatch rectified with Aadhaar authority (UIDAI) prior to onboarding.

This position is benefits eligible. Information about compensation and benefits is provided in the enclosed Remuneration schedule, with additional current benefits details outlined in the attached Health and Wellness addendum. Any benefit programs made available by PGC, and the rules, terms and conditions for participation in such benefit plans, may be changed by PGC at any time without advance notice.

JOINING AND RETENTION BONUSES:

The Company shall pay you a one-time joining bonus and retention bonus as detailed further. The INR 200,000.00 will be paid on the next feasible payroll following your date of employment ("**Hire Date**"). The INR 300,000.00 will be paid after completion of your first year with PGC. The INR 300,000.00 will be paid after completion of your second year with PGC. The INR 300,000.00 will be paid after completion of your third year with PGC. Terms and Conditions requiring your signature will be provided upon joining, which will include a repayment requirement if your employment terminates within 1 year of the payment.

OFFER CONTINGENCIES:

As with all offers, this job offer depends upon successful completion of all post-offer requirements and conditions including background checks prior to your first day of employment. Any delay in completing these post-offer requirements and conditions may impact your start date. Please note that PGC may share the results of your post-offer requirements results with its affiliates, partners and related entities. If your position requires licensure and/or certification through your state, professional organization, or as identified in your job description, it is your responsibility to renew those professional credentials before they expire and keep them in good standing. It is your responsibility to provide these documents to be verified prior to hire and each time they are renewed.

You will be on probation for a period of 90 days from the date of joining PGC. You will be considered confirmed in ongoing services after 90-days, based on your performance during the probationary period. Your probationary period may be extended by your supervisor, based on your performance. Your association and employment will be governed by the various associate-related policies and guidelines of PGC in addition to the core values of our organization cherished over the last many years and will be subject to the terms & conditions, mentioned in your assignment letter, which will be issued to you on your joining with PGC.

This offer is being made to you based on the information submitted/declared by you to PGC and consequently, if any

declaration given or information furnished by you to PGC proves to be false/forged or if you are found to have willfully suppressed any material information, you will be removed from services without notice or compensation. You represent that you are not bound by any employment contract, restrictive covenant or other restriction preventing (or that purports to prevent) you from entering into employment with or carrying out your responsibilities for PGC, or which is in any way inconsistent with the terms of this letter.

PGC expressly reserves the right to end your employment without 'Cause' with appropriate notice or by payment in lieu of notice period, which will be set forth in detail in the assignment letter on the day of joining. PGC may terminate your services immediately for 'Cause' or by such notice as it deems fit. You agree to not resign or otherwise terminate your employment with PGC without first giving PGC 60 days' written notice of the effective date of your last day of employment.

Other Important Terms: This offer letter is your formal offer of employment and supersedes any and all prior or contemporaneous agreements, discussions and understandings, whether written or oral, relating to the subject matter of this letter or your employment with PGC. This letter, and the legal relations between you and the Company, will be governed by and construed in accordance with the laws of India and the courts in Hyderabad, Telangana, India shall have jurisdiction with respect to any disputes arising out of, or in connection with, the terms of this letter. Congratulations on your new role and welcome to the PGC team! We are committed to providing a smooth transition as you begin your employment with us. Additional details will be outlined in your assignment letter on the day of joining, as well as in the PGC policies. Don't hesitate to contact me or your supervisor if you have any questions.

Sincerely,

Nagraj Shriyan

Nagraj Shriyan
Senior Director, Talent Acquisition

REMUNERATION (Cost to Company - CTC)

1.1 Remuneration

Upon joining the Organization, your total annual cost to company (CTC) for the year is INR 1,600,000.00. The break-up of the total annual CTC shall be as set out below. The CTC shall be prorated if for part of an applicable period.

1.2 CTC structure (all amounts in INR)

Components	Annual Offer
A. Basic salary	581,607.00
B. Flexible Benefit Plan (FBP)	639,767.00
C. HRA	232,643.00
Fixed Salary (A+B+C)	1,454,017.00
D. Company's contribution to PF	69,793.00
Fixed Base Salary (Ann Base+D)	1,523,810.00
E. Annual Target %	5.00
E. Annual Target Bonus	76,191.00
Fixed Base + Target Bonus (D+E)	1,600,000.00
Total Cost to Company	1,600,000.00
Total Cost to Company + Sign On	1,800,000.00
Add Ons	INR
Sign on Bonus	200,000.00
Retention Bonus Year one	300,000.00
Retention Bonus Year two	300,000.00
Retention Bonus Year three	300,000.00

*Please note that the payment of the annual target bonus is discretionary and is, amongst other conditions, subject to satisfactory organizational and individual performance, viable business case and applicable market conditions.

1.3 Benefits – please also find attached Health and Wellness Highlights for more details regarding specific programs. Additional information will be provided at joining.

a) **Medical Insurance Coverage:** Caregiver, Spouse/Partner, all dependent children up to 25 years of age, plus two dependent parents/in laws in any one set. The annual insured amount for the persons covered will be in accordance with PGC's policies applicable at the relevant time.

b) **Personal Accident Insurance Coverage:** Applies only to the caregiver and does not cover the caregiver's family. The insured amount will be in accordance with PGC's policies applicable at the relevant time.

c) **Life Insurance Coverage:** Applies only to the caregiver and does not cover the caregiver's family. The insured amount will be in accordance with 4 PGC's policies applicable at the relevant time.

d) **Maternity Benefit and Crèche Facility:** Where applicable, benefits will be as per the Maternity Benefits Act 1961 and PGC's Maternity Benefit Policy will be available to all female caregivers.

e) **Gratuity:** Where applicable, as required under the Payment of Gratuity Act, 1972.

1.3 Telephone Reimbursement: Reimbursement of expenses incurred on telephone and mobile can be claimed against valid original bills (i.e. original bills for the period you are in employment with the Organization issued in your name within the same financial year in which the claim is made). Maximum annual reimbursements will apply.

1.4 Meal Benefit: A meal subsidy to be provided with a daily allotment to all employees.

1.5 LTA (Leave Travel Allowance): Leave Travel Allowance will be payable as per PGC's policies applicable at the relevant time.

1.6 Organization's contribution towards Provident Fund (PF): The Provident Fund membership begins on the Employment Start Date, subject to the caregiver joining PGC. Unless otherwise permitted by law, the caregiver shall continue to be a member of the PF during the tenure of the caregiver with PGC.

1.7 Annual Leave Entitlement: Annual Leave Entitlement will be applicable as per PGC's policies applicable at the relevant time. Please refer to the Leave policy for details.

2. General Terms and Conditions for Remuneration and/or Benefits

The following are the general terms and conditions that apply to the Remuneration and Benefits:

2.1 Remuneration payable under the Employment Contract (including, its structure or components or any of the benefits) are subject to PGC's policies applicable at the relevant time(s). Any of these may from time to time be revised, modified or replaced by PGC.

2.2 Certain payments or benefits require that you must be in the employment of PGC at the time of payment. These will be either set out in this offer letter, assignment letter or as applicable under PGC's policies for such payments or benefits at the relevant time.

DBS Final Select List

Shruthi SINGH_AGS <shruthisingh@dbs.com>

Wed, Nov 23, 2022 at 10:53 AM

To: Placements HEAD <placements@cbit.ac.in>

Cc: "ugs19020_cse.varsha@cbit.org.in" <ugs19020_cse.varsha@cbit.org.in>, Shantomona BHARADWAJ <shantomona@dbs.com>, Reshma DIRISALA_AGS <reshmadirisala@dbs.com>

Dear NLN Reddy Sir,

We are glad to confirm on the selected candidates for whom the full time with DBS opportunity is confirmed.

We shall roll out the offer in mid-December and looking for 100% offer to joiner ratio.

Name	Gender	Email	Institute	Phone Number
jothi swaroopa	Female	jinka.jyothiswaroopa@gmail.com	Chaitanya Bharathi Institute of Technology	919390452175
ankitha.vankudothu	Female	ankitha.vankudothu@gmail.com	Chaitanya Bharathi Institute of Technology	919100184397
Anjila Gurala	Female	anjila.gurala@gmail.com	Chaitanya Bharathi Institute of Technology	917032619019
Sharvani G	Female	sharvanireddy219@gmail.com	Chaitanya Bharathi Institute of Technology	917095419656
Shriya Dornala	Female	dornalashriya@gmail.com	Chaitanya Bharathi Institute of Technology	918688644933
Sreeja Kumari Pallela	Female	sreejakumari2002@gmail.com	Chaitanya Bharathi Institute of Technology	917386075857
Srija Kotha	Female	srijakotha.24@gmail.com	Chaitanya Bharathi Institute of Technology	919177600981
Rishitha	Female	rishithaerukulla@gmail.com	Chaitanya Bharathi Institute of Technology	917337328172
Jahnvi Sidda	Female	ugs19132_it.jahnvi@cbit.ac.in	Chaitanya Bharathi Institute of Technology	919392808544
Dileep Thoutam	Male	thoutamdileep@gmail.com	Chaitanya Bharathi Institute of Technology	919701803366
Sai Srinivas Anantha	Male	saisrinivasanantha@gmail.com	Chaitanya Bharathi Institute of Technology	919666282879
Vivek Reddy	Male	pokalavivekreddy9@gmail.com	Chaitanya Bharathi Institute of Technology	919553901644
Lakshman Gunda	Male	gundalakshman4@gmail.com	Chaitanya Bharathi Institute of Technology	917331113317

For the remaining shortlisted candidates who are yet to be confirmed, an update can be expected in the 2nd week of December.

Name	Gender	Email	Institute	Phone Number
Nithin Thangallapelly	Male	ugs19102_it.nithin@cbit.ac.in	Chaitanya Bharathi Institute of Technology	919989116367
Merla Jaswanth	Male	jaswanthmerla2002@gmail.com	Chaitanya Bharathi Institute of Technology	919398751803

Vishnu Vardhan Chunchu	Male	chunchuvishnuvardhan@gmail.com	Chaitanya Bharathi Institute of Technology	919347989220
Manideep udumula	Male	udumulamanideep158@gmail.com	Chaitanya Bharathi Institute of Technology	919553601482
kandhuri.srihari	Male	kandhuri.srihari@gmail.com	Chaitanya Bharathi Institute of Technology	918688059540
Suhas Vangala	Male	vsuhas118@gmail.com	Chaitanya Bharathi Institute of Technology	916309436567
Kottakki Veera Venkata Uday Kiran	Male	udaykiran.k5858@gmail.com	Chaitanya Bharathi Institute of Technology	919390318224
Lavudya Manoj	Male	manojlavudya3@gmail.com	Chaitanya Bharathi Institute of Technology	919390834250
Naidu Sudheer	Male	sudheerchowdary676@gmail.com	Chaitanya Bharathi Institute of Technology	918688389731
Maresh Banoth	Male	banothmaresh789@gmail.com	Chaitanya Bharathi Institute of Technology	919390256094
Shashank Mothkuru	Male	mshashank2403@gmail.com	Chaitanya Bharathi Institute of Technology	919030227878
Karan Singh	Male	9karansinghrajput@gmail.com	Chaitanya Bharathi Institute of Technology	918639668891
Kothapally Harish	Male	kothapallyharish2001@gmail.com	Chaitanya Bharathi Institute of Technology	916302303318
Ashruth Reddy	Male	ashruthreddy.gangula@yahoo.com	Chaitanya Bharathi Institute of Technology	919347433838
Padigela Nithin Kumar	Male	nithinpadigela2001@gmail.com	Chaitanya Bharathi Institute of Technology	917287035691
DILLIKAR SHRUTHI	Female	ugs19310_it.dillikar@cbit.ac.in	Chaitanya Bharathi Institute of Technology	916309347081
Gyanaji Aravind Reddy	Male	gyanajaravindreddy@gmail.com	Chaitanya Bharathi Institute of Technology	919705879206
Thota Sai Chetan	Male	t.saichetanpatel@gmail.com	Chaitanya Bharathi Institute of Technology	919959971983
Garigaboina Revanth Sai	Male	revanthgarigaboina@gmail.com	Chaitanya Bharathi Institute of Technology	919014552618
Ashok Nalla	Male	ashoknalla99@gmail.com	Chaitanya Bharathi Institute of Technology	919182864354
rohithanugula31	Male	rchithanugula31@gmail.com	Chaitanya Bharathi Institute of Technology	918886161081
BHUTHAM MADHU	Male	madhubhutham09@gmail.com	Chaitanya Bharathi Institute of Technology	916303610293
Vanga Bhagathkumar	Male	bhagathvanga5932@gmail.com	Chaitanya Bharathi Institute of Technology	919391095932

Shruthi singh

Talent Acquisition Group

Email: shruthisingh@db.com

DBS Tech India | Hyderabad

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RE: CBIT I List of Final Selects

2 messages

campusrecruitmentmailbox-india@barclays.com <campusrecruitmentmailbox-india@barclays.com>

Mon, Aug 22, 2022 at 6:49 PM

To: placements@cbit.ac.in

Cc: ugs19035_it.hanoch@cbit.ac.in, swapna.varun@barclays.com, aditi.sakhare@barclays.com, isaac.s@barclays.com

Dear Placement Team,

We are pleased to inform that the following candidates have been shortlisted as final selects for Barclays after the interview process.

Please Acknowledge and confirm their acceptances at the earliest.

S. No	Name	Gender	Stream
1	Akanksha Kasturi	Female	Computer Science
2	Akshitha Jillella	Female	Computer Science
3	Ashritha	Female	Information Technology
4	Bhavana Balimidi	Female	Computer Science and Engineering
5	C T Richa Bhavani	Female	Information Technology
6	Dasari sai nishitha	Female	Computer Science
7	Dineesha Peddineni	Female	Information Technology
8	Doosa Sharan Prabhath	Male	Information Technology
9	Gayathri Vavilala	Female	Information Technology
10	Hari Priya Kusuma	Female	Information Technology
11	Juwairiyah	Female	computer science and engineering
12	Kavya Shri Vayyala	Female	CSE
13	Kiran Nagarapu	Male	Information Technology
14	Komma Shashank	Male	Computer Science
15	Laudia Jahnavi chavan	Female	Information Technology

16	Maitreyi Vankayala	Female	Computer Science
17	Manasa Choudavarapu	Female	Information Technology
18	Meghana Ponna	Female	Computer Science
19	Mohammed Zubair	Male	Computer Science and Engineering
20	Niharika A	Female	Information technology
21	Pruthvi Nag Gattu	Male	Computer Science
22	Rayilla Tarun	Male	Computer Science and Engineering
23	Rohith Burra	Male	Information Technology
24	Sai Krishna Chava	Male	Information Technology
25	Sai Ruthvik	Male	Computer Science
26	Sangeetha Chetharasi	Female	Information Technology
27	Snigdha Reddy Sathineni	Female	Computer Science
28	Sowmya Devineni	Female	Information Technology
29	Sravan Kumar Mustyala	Male	Computer Science
30	Sreya	Female	Information Technology
31	Sumadhura Gaddam	Female	IT
32	Swathi Jaishetty	Female	Information Technology
33	Thoom Manjunath Sai Vamshi	Male	Information Technology
34	Vaishali Kamble	Female	computer science and engineering
35	Vikram Sabavath	Male	Computer Science

Regards,

India Campus Hiring

Respect | Integrity | Service | Excellence | Stewardship

Creating opportunities to rise

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**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 06/23/2023

160119733155
CSF-3

Nithin Kumar Padigela

C11958560

1-4-203Chaitanya nagar

7287035691

Dear Nithin Kumar Padigela,

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

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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

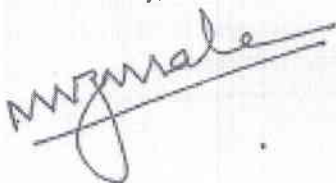
After accepting this Offer, we encourage you visit Countdown to the Company-

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

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

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

Yours sincerely,



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

ACKNOWLEDGED AND AGREED

Nithin Kumar Padigela

indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C)Joining Bonus:

You would receive a discretionary joining bonus of INR 25,000/- in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the first month's salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the full amount of joining bonus amount shall become payable by you and shall be repaid on termination of your employment/separation from the Company. You agree that any dues payable by you on termination/separation from the Company as aforesaid shall be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you agree to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Note: For International Worker Only*

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

company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion. Currently, the discretionary WFH benefits as mentioned in Annexure 1 (E) are available for our people until August 31, 2023 as per the company guidelines, provided such employees have joined/onboarded with Accenture before August 31st 2023.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of INR 2500.00/-, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi.
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates regarding your relocation assistance, 30 days before Date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type- Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

GST Clause:

ANNEXURE II**Mandatory documentation at the time of onboarding:**

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Certification Completion Document (as mentioned in the eligibility criteria)
9. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required

by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

**Aakash Byju's | Campus Recruitment | 2022-23 | CBIT- Hyderabad I**

12 messages

D Praveen Kumar <praveenkr@aesl.in>
To: placements@cbit.ac.in
Cc: Ramavathu Kishore <ramavathukishore@aesl.in>

Fri, Mar 10, 2023 at 5:09 PM

Dear T&P Team,

Greetings from Aakash Institute!

AESL, under the banner of Aakash Byju's, Aakash IIT-JEE & Aakash Foundations offers entrance exam coaching to students aspiring for a career in medical & engineering.

Aakash has a nationwide presence with more than 290+ study centers, which are spread in 23 states.

As discussed with you over phone, we look forward to recruiting the finest talent, who aspire to take upon teaching as a vocation.

Job Profile - Assistant Lecturer**Subject options - Medical Physics, Engineering Physics, Medical Chemistry, Engineering Chemistry, Botany and Zoology.****CTC Range – INR 7.25 LPA to 9.00 LPA + A retention bonus of INR 3,00,000 will be paid over and above CTC in 3 equal installments.****Eligibility - Final year students of B.Tech/M.Tech/M.Sc with CGPA 6.0 & above are eligible for the process.**

Note: B.Tech/M.Tech candidates are not eligible to apply for Botany/Zoology.

Tentative Date of Joining- 30th October 2023

Please find below links of Campus Information sheet, which briefs about job description, eligibility criteria & short-listing process. Interested students are suggested to go through sample test papers (*link enclosed*). **Kindly share details of students (Subject wise: Physics/ Chemistry/ Mathematics/ Botany/ Zoology) interested in appearing for Campus Recruitment of AESL as per the attached format.**

Alternatively, candidates can directly apply through the link:- <https://forms.gle/6N4Tb34q7D6AkJoR7>**Sample Papers- <https://drive.google.com/file/d/1uaCbjvKKS7F1fb5uygwUBjvD4ad9ci4Y/view?usp=sharing>**

Regards,

Campus Team**Aakash Byjus**

D Praveen Kumar - 9205557065

Kamal Sharma - campus@aesl.in

4/24/23, 12:53 PM

C.B.I.T Mail - Aakash Byju's | Campus Recruitment | Final Selects | CBIT Hyderabad



Placements HEAD <placements@cbit.ac.in>

Aakash Byju's | Campus Recruitment | Final Selects | CBIT Hyderabad

1 message

D Praveen Kumar <praveenkr@aesl.in>
To: Placements HEAD <placements@cbit.ac.in>
Cc: Ramnavathu Kishore <ramnavathukishore@aesl.in>, Campus Recruitment <campus@aesl.in>

Mon, Apr. 24, 20

Dear T & P Team,

We are glad to inform that the following candidate from CBIT Hyderabad is selected for teaching profile with AESL:

S no	Interview ID	Candidate's Name	Gender	DOB	Email id	Phone Number	Subject	Q.
1	95003661	Pardha Saradhi Bobburi	Male	14-10-2001	ugs19157_csc.pardha@cbit.org in	8978716935	Engineering_Physics	

We wish him good luck. Also, we would like to thank the placement team for their support offered during the recruitment process.

Shortly, we will send the offer letters via Email

Regards,

D Praveen Kumar

| Human Resources | Aakash Educational Services Ltd. |

| Handphone : 9205557065 |



We are Great Place To Work® Certified™ **Aakash** EDUCATIONAL SERVICES

Recognized by Great Place To Work's Top 100

156



Bobburi Pardha Saradhi
160119733157
CSE-3

Aakash Educational Services Limited
CIN: U80300KA2007PLC150057
✉ corporate@aesl.in
🌐 www.aakash.ac.in

Offer: Faculty (Physics)

RefId: AESL/Campus2023/CBIT

Date: 29th April 2023

Mr. Bobburi Pardha Saradhi
Address : Flat No.301, Oasis Greens, Kousalya Colony,
Bachupally, Medchal-Malkajgiri Dist., Telangana-500049

Ref: Letter of Offer & Terms of Employment

Dear Mr. Bobburi Pardha Saradhi,

Thank you for exploring career opportunities with Aakash Educational Services Limited (hereinafter referred to as 'AESL' or 'Company'). You have successfully completed our selection process and we are pleased to extend offer of employment.

By joining AESL you would become part of India's leading Educational Institute.

With robust training, mentoring system and support from the management, campus recruited faculty have made substantial achievements at Aakash Institute in last one decade. Depending on your performance & AESL's requirement one can also accelerate career in management role if you have flair and desired skills for leading a team, branch or entire region.

AESL takes pride in not only producing good students but also good faculty.

Once again, we welcome you to Aakash Family, where we offer a plethora of opportunities for professional development and growth in academics.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant Lecturer**, Grade – M8. Annexure-2 provides details of benefits and compensation package.

Your date of joining will be 30th October 2023. Kindly confirm your acceptance of this offer by signing Annexure-1 and send your signed copy of the acceptance letter to campus@aesl.in within 5 days of receipt. In case we do not receive your acceptance of this offer within 5 days, this offer would be liable to lapse at the discretion of AESL.

After we receive acceptance of this offer letter, we would send an email indicating the details of your joining & training. You will also be issued a letter of appointment at the time of joining after completing joining formalities as per Company policy.

Page 1 of 3

Registered Office

No. 111, 8th Cross, Paramount Gardens, Thalaghattapura,
Kanakapura Main Road, Bengaluru - 560062.

Aakash Tower, 8, Pusa Road, New Delhi - 110005.
Telephone: (011) 47623456 | Fax: (011) 47623472.



Aakash Educational Services Limited

CIN: U80300KA2007PLC150057

corporate@aesl.in

www.aakash.ac.in

Terms of Employment

1. Training Period:

Your training will be conducted offline in the initial 3 months of your service, during which you will be offered salary package as per the sheet enclosed. During training, you will be paid Rs. 7500/- p.m. over and above your monthly salary for lodging expenses. Lodging allowance of Rs.7500/- p.m. (prorated basis) shall only be given to the candidates who are non-residents of the city where training will be conducted. Training location will be shared with you after receiving your acceptance for this job offer. During offline training you will be offered complimentary lunch facility on all working days of the training period. Lodging allowance & Lunch facility will not be applicable incase training is conducted online.

During training, we will work on your academic as well as professional development required for working at AESL. At each step during training, you will be duly guided and counseled by your seniors. However, in case your performance during training is not found up to the mark, AESL's management may extend training period or may relieve you from services.

The terms and conditions of the training will be governed by AESL's terms & condition as written in service manual. AESL reserves the right to modify or amend the training policy.

2. Probation Period:

After satisfactory completion of your initial training for three months, your probation period of 6 months will begin. Annexure-2 provides details of the salary package during probation. During this period, you will be offered salary as per the sheet enclosed and Rs. 7500/- p.m. towards the lodging expenses incurred by you. The lodging allowance of Rs. 7500/- p.m. (prorated basis) shall only be given to the candidates who are non-residents of the town in which they are posted.

During probation period you will be appraised for satisfactory performance for which AESL would normally confirm you. This confirmation will be communicated to you in writing. Annexure-2 contains details of your salary package after probation.

During probation, your performance will be duly guided, counseled and monitored by your seniors. However, in case your performance during probation is not found up to the mark, AESL's management may extend probation period or may relieve you from services.



Aakash Educational Services Limited
 CIN: U80300KA2007PLC150057
 corporate@aesl.in
 www.aakash.ac.in

The terms and conditions of the probation will be governed by AESL's Employment terms & condition. AESL reserves the right to modify or amend the probation policy.

3. Working Hours:

You may be required to work in shifts and/or extended working hours as permitted by Company policy.

4. Mobility:

AESL reserves the right to transfer your services at any of its branches, centers or associates on the terms & conditions as applicable to you at the time of transfer.

5. Increments and Promotions:

Your performance and contribution to the Company will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on AESL's Employment terms & condition.

6. Alternative Employment:

As a whole time, associate of AESL, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of AESL.

7. Service Agreement:

You will execute an agreement contract of two years with AESL, Employment terms and conditions will be handed over to you on the day of your joining.

For Aakash Educational Services Limited

Sachin Saxena
 CHRO

Enclosed: Annexure -1: Acceptance of Joining
 Annexure -2: Salary Break up

Page 3 of 3

Annexure - 1

Acceptance of Joining

Date _____

From Mr./Ms. _____

Phone _____

Email ID _____

To,

HR Department-Second Floor
Aakash Educational Services Limited,
Aakash Tower
Plot No-8, Pusa Road
New Delhi-110005
Phone-011-47623148/285

Dear Sir,

I hereby accept to join AESL on _____.

I have read and understood all the clauses mentioned in the joining letter.

I understand and accept that my continued services with the Company will depend on my performance, during training, probation & confirmed services thereafter.

Signature: _____

Name: _____



Annexure - 2

(Salary Structure)		
Name	Mr. Bobburi Pardha Saradhi	
Designation	Assistant Lecturer	
Grade	M8	
Details		
During Training	Monthly (In Rs./-)	Annually (In Rs./-)
Basic	35,378	
Special Allowance	25,500	
Gross Salary during Training	9878	
	35,378	
Details		
During Probation	Monthly (In Rs./-)	Annually (In Rs./-)
Basic	44,223	
Special Allowance	25,500	
Gross Salary during Probation	18,723	
	44,223	
During Confirmation		
Components		
	Monthly (In Rs./-)	Annually (In Rs./-)
Basic	30209	362508
HRA	15105	181260
Special Allowance	13650	163800
Gross Salary during Confirmation (A)	58,964	707,568
Retiral Benefits		
Gratuity*	1453	17,436
Total retiral (B)	1453	17,436
CTC (A+B)	60,417	725,004

*You will be entitled for Gratuity after completion of 5 yrs. continuous service with Aakash Educational Services Limited as per Gratuity Act, 1972

- You will be entitled for Retention Bonus of Rs.3 lakh which will be paid to you in 3 equal installments: -
 - First, INR 1 lakh on completion of 1 year with the Company & it will be paid along with succeeding months' salary.
 - Second, INR 1 lakh will be paid along with the Performance Appraisal of FY'2024-25.
 - Third, INR 1 lakh will be paid along with the Performance Appraisal of FY'2025-26.

Further, INR 1 lakh will be merged with your annual CTC effective FY'2026-27 Appraisal cycle.

All of these payouts are subject to your continued employment with the Company.

C.B.I.T

E-MAIL & WEB SERVICES

Placements HEAD <placements@cbit.ac.in>

List of Final Selects - Pegasystems

Bherwani, Dinesh <DineshKumar.Bherwani@in.pega.com>
 To: Placements HEAD <placements@cbit.ac.in>
 Cc: "Bherwani, Dinesh" <DineshKumar.Bherwani@in.pega.com>

Fri, Sep 23, 2022 at 8:41 PM

Hello Team,

Please find below the final selects from your esteemed institute with us i.e. Pegasystems for your reference.

We have 7 final selects from the two day event concluded on 15th and 16th September'2022.

S.No	Name	Email
1	Teja Kiran Mirrudoddi	ugs19176_it.teja@cbit.ac.in
2	Varshitha Koppula	varshithakoppula2001@gmail.com
3	Koppula Avinash	ugs19031_it.avinash@cbit.ac.in
4	Bodalapalle Pavan Sai	bodalapallepavansai@gmail.com
5	Gounipalle Sreelatha	gounipallesreelatha@gmail.com
6	Ellapagari Anusha	anushaellapagari@gmail.com
7	Supriya Taduri	supriyataduri6602@gmail.com

Apologies for the delay in sharing the Email.

Do reach out to me if you would require any further information or details from us.

Regards,

Dinesh Bherwani | Talent Attraction Programs Lead | Pegasystems Worldwide India

Phone: +91 9885922859 | Email: dineshkumar.bherwani@in.pega.com | pega.com



7. Exclusivity

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

8. Representations and warranties:

By signing this letter, you are representing to the Company your acceptance of this offer and agreeing to the employment of the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other entity in order to accept this offer of employment.

You further warrant and represent that you are not subject to any restrictive covenants or other continuing obligations that in any way restrict your ability to engage in or solicit any business of any type engaged in by the company or participate in recruiting or staffing efforts on behalf of the company.

You further represent and agree that you will not knowingly use or otherwise disclose any confidential, business and proprietary or trade secret information obtained as a result of any prior employment in connection with the performance of your job duties for the company, unless specifically authorized to do so by someone with the appropriate authority from the applicable place of former employment and that this provision should be regarded as this company's instruction for you not to do so.

9. Rules Regulations and Policy on Ethics:

You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company publishes from time to time. These include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee.

10. Termination of Employment:

- a. **Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.
- b. **Performance:** Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.
- c. **Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.
- d. **Absenteeism:** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - I. Return to work within 8 days from the commencement of such absence, and
 - II. Give an explanation to the satisfaction of the Management regarding such absence
- e. **Medical Fitness:** The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you may be terminated from employment.
- f. **Notice Period:** Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving two months' notice in writing or payment of pro rata two months' salary, in lieu thereof. Likewise, you may resign from employment without cause by giving two months' notice in writing or by payment of pro rata two months' salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 2 months, without any pay in lieu of the notice period.

- g. Termination for Misconduct: Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency.
- h. Suspension: You may be placed under suspension, without salary, pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- i. Harassment: The Establishment considers harassment and discrimination of any nature to be an unacceptable form of behaviour, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

11. Dispute Jurisdiction:

It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Hyderabad and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Hyderabad.

This letter supersedes any prior oral or written understanding regarding the terms and conditions of your employment with the Company, and any changes to such terms must be in writing and signed by you and an authorized representative of the Company.

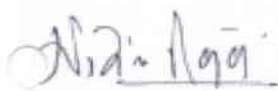
We believe that you are capable of making an outstanding contribution and we can offer you a challenging and rewarding career at NowFloats.

Please review this letter and sign this copy on or before **23rd May 2023**, as this date represents the expiration of this offer letter.

Sincerely,

For NowFloats Technologies Ltd

Accepted



12.05.2023 23:40 IST
Nitin Bajaj

Nitin Bajaj
Chief Operating Officer



Annexure I

Sl.No	Salary Components	Monthly	Quarterly	Annualised
1	Basic	20,000	-	2,40,000
2	HRA	10,000	-	1,20,000
3	Medical Allowance	4,167	-	50,000
4	LTA	5,000	-	60,000
5	Special Allowance	9,033	-	1,08,400
A	Gross Salary	48,200	-	5,78,400
B	Company's contribution to PF*	1,800	-	21,600
	Total Fixed Pay (A+B)	50,000	-	6,00,000
C	Half Yearly Retention linked Incentive*	-	1,00,000	2,00,000
	Total Cost to Company (A+B+C)			8,00,000

In addition to the above cash compensation, you will be eligible for other benefits like.

1. *The provident fund plan is a contributory plan and employee should contribute at minimum 12% of PF wages every month in addition to the 12%, which is contributed by the Organization. On leaving the company, employee can either withdraw or transfer the balance in his PF account.
2. **Half Yearly Retention Linked Incentive** amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on you continuing to be on the company rolls, and meeting baseline performance expectations. It payable to you in the payroll for the next complete quarter from your date of joining (including prorated arrears for the partial quarter). It is payable only if you are active on NowFloats' payroll on the day of the payout, and will repayable by you if you chose to resign from the services of the company within six months from the date of the payout for each quarter.
3. In addition to the above cash compensation, you also have the following benefits:
 - Coverage under the Group Medclaim policy as per the Company's policy.
 - Coverage under Group Accident Insurance Scheme as per the Company's policy.
 - Coverage under Group Life Insurance Scheme as per the Company's policy.
4. All tax liabilities arising out of the above compensation shall be borne by the employee. Tax at source will be deducted as per the Income Tax Act.

Annexure- II

INFORMATION SHEET

Documents required to be submitted on or before the date of joining
Before the date of joining, you are required to submit all the documents mandatory as mentioned below,

- a) Class 10 (or equivalent) Marks Sheet (s)
- b) Class 12 (or equivalent) Marks Sheet (s)
- c) Graduation Marks Sheet (s)
- d) Final Graduation Degree Certificate
- e) Post Graduation Marks Sheet (s) (if applicable)
- f) Diploma Certificate (if applicable)
- g) Prior Experience Certificate (s) (if applicable)
- h) Passport (Optional)
- i) PAN Card
- j) Aadhar Number (only for one-time verification and for enrolment into benefits programme, will not be stored)
- k) Cancelled Cheque or Passbook.



160119733160

ORACLE

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

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

Private & Confidential

23 May 2023

Ravitej Rangineni

Dear Ravitej,

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

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

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

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

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 309,525.16** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within



Roll no: 160119933161

Branch: CSE-03

Contact no: 9014552618

638

Name: G. Revanth Sai
emailid: revanthgarigaboina@gmail.com

DBS Tech India Hyderabad - Request for Documentation

1 message

Reshma DIRISALA_AGS <reshmadirisala@dbs.com>

Thu, Jul 13, 2023 at 2:06 PM

Dear Candidate,

As the next stage of the hiring process for the position of **2023 Skill Enhancement Education & Development (SEED) Programme, India - 220000LC**, you are required to submit the below documents

Education Qualification copies :

1. 4.1 Original Marks Memo
2. 4.2 Original Memo/Internet copy, if you are submitting Internet copy please get it attested by your principle (Signature and stamp are mandatory)

Request you to Submit the documents by **14th July 2023**.

Stay tuned for the next communication!

Note : Offer is subjected to successful completion of Pre-employment Screening

Thanks and Regards,

Reshma Dirisala

Mail: reshmadirisala@dbs.com

Talent Acquisition Group|DBS Tech India



#LiveFulfilled | #BeTheBest | #BeTheChange | #BeTheDifference

CONFIDENTIAL NOTE:

Information contained in this email is intended only for the use of the individual or entity named above and may

Name	Gender	Email	Phone Number	Institute
Jyothi swaroopa	Female	jinka.jyothiswaroopa@gmail.com	919390452175	Chaitanya Bharathi Institute of Technology
ankitha.vankudothu	Female	ankitha.vankudothu@gmail.com	919100184397	Chaitanya Bharathi Institute of Technology
Shriya Dornala	Female	dornalashriya@gmail.com	9186886644933	Chaitanya Bharathi Institute of Technology
Sharvani G	Female	sharvanireddy219@gmail.com	917095419656	Chaitanya Bharathi Institute of Technology
Jahnavi Sidda	Female	ugs19132_it.jahnavi@cbit.ac.in	9193992808544	Chaitanya Bharathi Institute of Technology
Sreeja Kumari Pallala	Female	sreejakumari2002@gmail.com	917386075857	Chaitanya Bharathi Institute of Technology
Risitha	Female	rishithaerukulla@gmail.com	917337328172	Chaitanya Bharathi Institute of Technology
Srija Kotha	Female	srijakotha_24@gmail.com	919177600981	Chaitanya Bharathi Institute of Technology
Anjila Gurala	Female	anjila.gurala@gmail.com	917032619019	Chaitanya Bharathi Institute of Technology
Dileep Thoutam	Male	thoutamdileep@gmail.com	919701803366	Chaitanya Bharathi Institute of Technology
Vivek Reddy	Male	po.kalavivekreddy9@gmail.com	919553901644	Chaitanya Bharathi Institute of Technology
Sai Srinivas Anantha	Male	saisriwivasanantha@gmail.com	919666282879	Chaitanya Bharathi Institute of Technology
Lakshman Gunda	Male	gundalakashman4@gmail.com	917331113317	Chaitanya Bharathi Institute of Technology
Naidu Sudheer	Male	sudheerchowdary676@gmail.com	918688389731	Chaitanya Bharathi Institute of Technology
Thota Sai Chetan	Male	t.saichetanpatel@gmail.com	919959971983	Chaitanya Bharathi Institute of Technology
Karan Singh	Male	9karanasinghrajout@gmail.com	918639668891	Chaitanya Bharathi Institute of Technology
Kothapally Harish	Male	kothapallyharish2001@gmail.com	916302303318	Chaitanya Bharathi Institute of Technology
Vishnu Yardhan Chunchu	Male	chunchuvishnuyardhan@gmail.com	919347989220	Chaitanya Bharathi Institute of Technology
Kottakki Veera Venkata Uday Kiran	Male	udaykiran.k5858@gmail.com	919390318224	Chaitanya Bharathi Institute of Technology
Shashank Mochkuru	Male	mshashank2403@gmail.com	919030227878	Chaitanya Bharathi Institute of Technology
Merla Jaswanth	Male	jaswanthmerla2002@gmail.com	919398751803	Chaitanya Bharathi Institute of Technology
Suhas Vangala	Male	vsuhas118@gmail.com	916309436567	Chaitanya Bharathi Institute of Technology
Lavudya Manoj	Male	manojlavudya3@gmail.com	919390834250	Chaitanya Bharathi Institute of Technology
Mahesh Banoth	Male	banothmahesh789@gmail.com	919390256094	Chaitanya Bharathi Institute of Technology
Garigaboina Revanth Sai	Male	revanthgarigaboina@gmail.com	919014552618	Chaitanya Bharathi Institute of Technology
Ashruth Reddy	Male	ashruthreddy.gangula@yahoo.com	919347433838	Chaitanya Bharathi Institute of Technology
Vanga Bhagathkumar	Male	bhagathvanga5932@gmail.com	919391095932	Chaitanya Bharathi Institute of Technology
Manideep udumula	Male	udumulamanideep158@gmail.com	919553601482	Chaitanya Bharathi Institute of Technology
Ashok Nalla	Male	ashoknalla99@gmail.com	919182864354	Chaitanya Bharathi Institute of Technology
Nithin Thangallapelly	Male	ugs19102_it.nithin@cbit.ac.in	9199891116367	Chaitanya Bharathi Institute of Technology
BHUTHAM MADHU	Male	madhubhutham09@gmail.com	916303610293	Chaitanya Bharathi Institute of Technology
kandhuri.srihari	Male	kandhuri.srihari@gmail.com	918688059540	Chaitanya Bharathi Institute of Technology



G. Sai Krishna
160117733162 (1705313)
LSE-03 / 2017-2021

August 8th, 2021

Sai Krishna Gantannagari
5-92, VV Nagar Colony,
Mubarak Nagar, Nizamabad,
Telangana - 503003

Dear Sai Krishna,

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

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

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

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

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

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

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

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

Yours Sincerely,
For KORE.AI SOFTWARE INDIA PRIVATE LIMITED

DocuSigned by:

Sarada Sruti Kandamur

5B9173C0B01246A

Sarada Sruti Kandamur
Senior Director – HR & Recruitment

9/28/2016

Offer Letter Review

Mandatory fields are marked with a red indicator.

Page 1 of 1

**NCR Corporation India Pvt. Ltd.**

Queen's Plaza, 1-8-443,
Sardar Patel Road,
Secunderabad - 500 003, India
Tel.: +91 - 40 - 6720 5555
Fax: +91 - 40 - 6600 8821 / 8822

PERSONAL AND CONFIDENTIAL**NCR Global (Level 1)>Divisions & Functions (Level 2)>Software Solutions>Software - Business Ops**

September 28, 2016

Prashanth Kumar Adipikatla
H.No. 3-55/1, Peddakorukondi, Kallur
Khammam, Telangana
Khammam, Andhra Pradesh 507209

Dear Prashanth Kumar,

Welcome to NCR, a global technology company that runs the everyday transactions that make our life easier.

With a presence in 180 countries, our people offer a broad perspective and range of skills that enable our customers to making every customer interaction with their business an exceptional experience.

We are pleased to present you with this offer of employment at NCR. I am certain you will be a key contributor to this organization. On behalf of my team, we look forward to you joining us.

Employer (Legal Entity):

NCR Corporation India PVT. LTD. (the 'Company')

Position:

Software Engineer

Job Grade:

This position is a Grade 08.

Reporting To:

Srinivas Maddipatla, Hyderabad Admin Manager

Planning Organization:

NCR Global (Level 1)>Divisions & Functions (Level 2)>Software Solutions>Software - Business Ops

Location:

Hyderabad

Changes in NCR's real estate may result in the reassignment of this position to another NCR office, shared space at a customer site, or a virtual assignment where you work primarily from your home. Should this occur, existing NCR policies will describe the conditions associated with such a reassignment.

Start Date:

9/28/2016

Offer Letter Review

Your employment shall commence on June 19, 2017.

Base Salary:

Your annual base salary will be Rs. 222,922.00.

Flexible Compensation Plan (FCP):

You shall be eligible for a payment equivalent to 130% of your basic salary under the Flexible Compensation Plan. Detailed policies/ procedures/ rules and regulations governing the monthly/ annual allowances, reimbursements, benefits and perquisites will be given to you on your joining the company. The reimbursements are required to be supported by vouchers.

Incentive Plan - NIP:

As of your start date, you are eligible to participate in the Global Profit Sharing Plan (the Plan), subject to the terms of the Plan. The Plan is designed to reward employees, in grades 6 -10 who are not in any other bonus plan, when the Company exceeds its annual financial goal for Non-Pension Operating Income (NPOI). The annual payout from the Plan will be determined by the CEO following the completion of the calendar year.

The Company's Incentive Plans are designed to address the conditions of an ever-changing marketplace, and the Company cannot make definitive representations concerning the continuation of format or the size of individual awards under the plans. The Company reserves the right to modify or cancel, to the extent permissible under local laws and regulations, each such plan and its terms at any time, at the Company's sole discretion.

Plan eligibility requirements and guidelines are available for review on the Company's Intranet website following your start date.

Annexure- I

Name	Prashanth Kumar Adipikatla
Grade	08
Designation	Software Engineer

S. NO	Elements	Amount (P.A) in INR
A	Basic	222,922.00
B	Flexible Compensation Plan	289,799.00(130% of 222,922.00)
C	Total Target Cash	512,721.00
	Retiral Benefits	
D	Provident Fund	26,751.00(12% of 222,922.00)
E	Gratuity	10,723.00(4.81% of 222,922.00)
F	Total Compensation	550,194.00

Background Check:

Your appointment will be subject to a satisfactory background check by the Company on its own or through an outside agency.

Annual Leave:

You shall be eligible for annual leave as per the Company policy.

Probation Period:

You will be on probation for a period of Six(6) months commencing from the date of joining.

You will need to be confirmed in the services of the Company immediately upon the expiry of these six months by your manager, unless otherwise your period of probation is expressly extended by such period as may decided by the Company if your performance during the probation period is not found satisfactory.

9/28/2016

Offer Letter Review

Accepting this Offer of Employment:

By accepting and signing NCR's offer of employment you certify to NCR that you are not subject to a non-competition agreement with any company or to any other post-employment restrictive covenants that would preclude or restrict you from performing the NCR position being offered in this letter. We also advise you of NCR's strong policy of respecting the intellectual property rights of other companies. You should not bring with you to your NCR position any documents or materials designated as confidential, proprietary or trade secret by another company, nor in any other way disclose trade secret information while employed by NCR.

You further acknowledge that this employment letter, Appendix A and the Non-Competition Agreement and Related Covenants documents reflect the general description of the terms and conditions of your employment with NCR, and is not a contract of employment for any definite duration of time. The employment relationship with NCR is by mutual consent ("Employment at Will"). This means either you or NCR have the right to discontinue the employment relationship with or without cause at any time and for any reason.

I have read the foregoing information relative to NCR's conditions of employment and understand that my employment offer is conditioned upon their satisfaction.

***Response**

- Not Specified
- Refuse the offer
- Accept the offer

By entering my email address and selecting 'Submit', I confirm that I have read and understand this information. This also acts as a legally-binding electronic signature.

NOTE: Please remember to print or save a copy for your files.

*

E-Signature - please enter your email address. Please note: For all internal employees the format for your email should be; QuickLookID@ncr.com

T. Sai Chetan Patel 644
160119733164
CSE - 3
t.sai.chetan.patel@gmail.com

Date of Issue: 12th Jan 2023,

Dear Thota Sai Chetan,

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

Campus Placement - ValueLabs

connect <connect@valuelabs.com>

Wed, Sep 21, 2022 at 11:42 AM

To: Placements HEAD <placements@cbit.ac.in>, "ugs19026_eee.arun@cbit.org.in" <ugs19026_eee.arun@cbit.org.in>

Cc: Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, "2023placementinfo@cbit.org.in" <2023placementinfo@cbit.org.in>, Director CDC <director_cdc@cbit.ac.in>, "fpc_cse@cbit.ac.in" <fpc_cse@cbit.ac.in>, IT FPC <fpc_it@cbit.ac.in>, "fpc_ece@cbit.ac.in" <fpc_ece@cbit.ac.in>, EEE FPC <fpc_eee@cbit.ac.in>

Dear Placement Officer,

Thank you for hosting us for the placement drive and we plan to share the Provisional offer letter with the following candidate shortly.

Candidate Name	Candidate Email	Contact Number	Status
Naidu Sudheer	sudheerchowdary676@gmail.com	8688389731	Selected - SD
Thandava Krishna Potlacheru	potlacheruthandavakrishna@gmail.com	+91 9381797588	Selected - SD
Yamini Kusa	ugs19020_eee.yamini@cbit.org.in	+91 9390915756	Selected - SD
Thota Sai Chetan	t.saichetanpatel@gmail.com	+91 9959971983	Selected - SD
Chaitanya Nagulapalli	chaitanya.k.nagulapalli@gmail.com	7075604097	Selected - SD
PEDDAPALLI LAKSHMI SAHITYA	plakshmisahitya5@gmail.com	+91 9391493180	Selected - SDET
Koushik Reddy Mushanolla	rnkoushikreddy02@outlook.com	+91 9390564727	Selected - SD
Manasa Bedadha	ugs19073_it.manasa@cbit.ac.in	+91 9390410617	Selected - SD
Sai Jayanth Kumar	ugs19167_it.sai@cbit.ac.in	+91 8688150756	Selected - SD

Request you to share the attached details today before 6:00 PM

Do feel free to reach out to us for any further support.

Thanks & Regards,

Campus Team

From: connect

Sent: Monday, September 19, 2022 9:09 PM

To: Placements HEAD <placements@cbit.ac.in>; ugs19026_eee.arun@cbit.org.in

Cc: Principal CBIT <principal@cbit.ac.in>; Anne Violet CBIT-HR <hr@cbit.ac.in>; 2023placementinfo@cbit.org.in; Director CDC <director_cdc@cbit.ac.in>; fpc_cse@cbit.ac.in; IT FPC <fpc_it@cbit.ac.in>; fpc_ece@cbit.ac.in; EEE FPC <fpc_eee@cbit.ac.in>

Subject: RE: [External] Re: Campus Placement - ValueLabs

Dear Placement Officer,

Please find below the shortlisted candidates

Candidate Name	Candidate Email	Contact Number
Akshay Somisetty	akshaysomisetty0@gmail.com	+91 7013850548

10119733165
Y.S.P Karthik
CSE3

26-May-23

Mr. Yanamandra Sai Prasanna Karthik
8 - 3 - 167 / K / 161, Flat No. 201, Bharathi Nilayam
Opposite Sai Baba Temple, Kalyan Nagar
Phase - 3, Hyderabad, Telangana - 500018

Dear Yanamandra:

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

Upon your acceptance of our offer and subsequent joining, you will be paid a gross base compensation of ₹1,800,000 (Rupees Eighteen Lakhs Only) per year. You will be eligible for a guaranteed bonus of ₹250,000 (Rupees Two Lakhs Fifty Thousand Only) for the year 2023 and ₹350,000 (Rupees Three Lakhs Fifty Thousand Only) for the year 2024. Guaranteed bonus for the year 2023 will be pro-rated based on your actual date of joining. The details of the compensation are attached as Annexure I for your reference.

You will also be eligible for a signing bonus of ₹200,000 (Rupees Two Lakhs Only) which will be payable along with your first month's salary.

You are granted an award of ₹1,500,000 (Rupees Fifteen Lakhs Only) under the Organization's 'Long Term Incentive' program. The vesting schedule of the grant award is detailed in Annexure I to this letter. All payments under this program are contingent on you being employed by the Organisation when the vested award is paid out, and are subject to the terms and conditions of the said program.

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

The offer is contingent on:

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

You will be required to join the Organisation on or before 05-Jun-23. Please report at 10:00 hrs. at Building No. 12C, Floor 13, Mindspace Cyberabad, Madhapur.

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

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

Best Wishes,

Accepted



Digitally signed by
RANVIJAY LAMBA
Date: 2023.05.26 16:39:05
+05'30'

Ranvijay Lamba
Managing Director

Yanamandra Sai Prasanna Karthik

Annexure I**Details of Compensation and Key Employee Benefits**

Name : Yanamandra Sai Prasanna Karthik
Position : Software Engineer

PARTICULARS	₹	₹
	Per Month	Per Year
A. Gross Base Compensation		
• Basic Salary	73,710	884,520
• House Rent Allowance (40% of Basic Salary)	29,484	353,808
• Flexible Benefits (Note 1)	34,417	413,005
B. Standard Benefits		
• Organization Contribution to Provident Fund	8,845	106,142
• Gratuity as per the Payment of Gratuity Act, 1972	3,544	42,525
Total Gross Base Compensation	150,000	1,800,000
C. Annualized Guaranteed Bonus (Note 2)		
• Year 2023		250,000
• Year 2024		350,000
D. Onetime Signing Bonus (Note 3)		200,000
E. Key Employee Benefits *		Value of Benefit
• Group Personal Accident Insurance (Note 4)		7,200,000
• Group Medical Insurance for Dependents (Note 5)		750,000
• Group Term Life Insurance (Note 6)		7,200,000
• Relocation Assistance (Note 7)		70,000
• Higher Education Support (Note 8)		100,000
• Employee Meals (Note 9)		As Applicable
• Cab Facility (Note 10)		As Applicable

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

Long Term Incentive Award**	Long Term Incentive Award vesting schedule			
	31-Dec-24	31-Dec-25	31-Dec-26	31-Dec-27
₹1,500,000	₹375,000	₹375,000	₹375,000	₹375,000

** This award is subject to the terms of the Long Term Incentive Award Program and the said amounts are not due until their respective vesting dates indicated above.

Notes:

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

Note 2- Annualized Guaranteed Bonus: 2023 guaranteed bonus will be prorated from your date of joining and will be contingent on you being employed by the Organization when the guaranteed bonus is paid out in Jan'24. 2024 guaranteed bonus will be paid in two equal tranches; first tranche payment will be made along with June'24 payroll and the second tranche payment will be made along with Jan'25 payroll and will be contingent on you being employed by the Organization when the guaranteed bonus is paid out.

Note 3- Signing Bonus Recovery: In the event your employment is terminated by us for cause or in case of voluntary resignation within one (1) year from the date of joining, the entire signing bonus paid to you will be recovered in full including all applicable taxes. The recovery will be deducted from the Full and Final settlement due to you and any shortfall will be payable by you to the Organization before your last working day with the Organization.

Note 4- Group Personal Accident Insurance: You will be covered under this Plan up to ₹1 Crore or four times of your annual gross base compensation, whichever is less.

Note 5- Group Medical Insurance for Dependents: You and your family (up to five dependents) will be covered under the Group Medical Insurance Plan for ₹7.5 Lakhs.

Note 6- Group Term Life Insurance: You will be covered under this Plan up to four times of your annual gross base compensation.

Note 7- Relocation Assistance: In case you are getting relocated from outside Hyderabad, relocation assistance will be provided as follows:

- i. Economy class air fare for you and your immediate family (spouse and children only)
- ii. Reimbursement of actual expenses for shifting of personal effects subject to a maximum amount of ₹25,000.
- iii. Organization provided accommodation for two weeks. To avail the facility, you are required to inform the Human Capital Department at least 15 days prior to your date of joining.

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

Note 8- Higher Education Support: You can claim financial assistance for higher education for a maximum of ₹100,000 per calendar year. In the event your employment is terminated by us for cause or in case of voluntary resignation within two (2) years from the date of payment, the entire amount paid to you will be recovered in full including all applicable taxes. The recovery will be deducted from the Full and Final settlement due to you and any shortfall will be payable by you to the Organization before your last working day with the Organization.

Note 9- Employee Meals: Breakfast, Lunch, Evening Snacks & Dinner are provided as per the Organisation's policies and is applicable to you only while working from office

Note 10- Cab Facility: You can avail the home drop facility provided by the Organization, if you are working beyond 8:00 PM for work related reasons. You can also avail this facility, if you are required to work over the weekend. This is applicable only when you are working from office.

B. Chohan C-3
160119733166

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.



APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2023, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

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

A2. Employment Commencement Date

Your employment is expected to commence on 07-Aug-2023. We will confirm any change to this date to you in writing in advance.

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

A3. Working Hours / Place of Work

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

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

A4. Remuneration

Your total fixed pay will be INR 13,00,000 per annum and comprises the following components:

Rupees p.a.

1. Basic Salary	3,90,000
2. Leave Travel Assistance	40,000
3. House Rent Allowance	1,95,000
4. Provident Fund	46,800
5. Special Allowance	6,28,200
A. Total Fixed Pay	13,00,000

Special Cash Award

As soon as administratively practical and typically within 60 days from your start date, we will pay you a one-time sign-on award of INR1,50,000, less applicable taxes and deductions.

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

APPENDIX B – GENERAL EMPLOYMENT TERMS AND CONDITIONS

B1. Employment

B1.1 Your employment is subject to:

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

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

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

B1.4 Your retirement age will be as per Company's policy and subject to satisfactory completion of your probation period and provided that your employment is not terminated.

B2. Remuneration

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

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

B2.3 Any payment of salary or bonus by, or other sum due to you from the Company shall be subject to any

- iii) disobey the Company's lawful and reasonable instructions/requirements;
 - iv) habitually neglect your duties; or
 - v) otherwise commit a material or repeated breach of your employment terms or any of the Company's or Group's policies.
- B4.2 During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:
- (a) suspend you from the performance of any duties or assign you alternative duties;
 - (b) exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
 - (c) require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
 - (d) require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
 - (e) remove your access to the Company premises and computer systems;
 - (f) require that you return any property belonging to the Company under paragraph 7 in this Appendix; or
 - (g) require you not to do any act or thing, or make or cause to be made, any statement reasonably likely to damage the business or reputation of the Company or the Group.
- B4.3 If paragraph 5 of Appendix A states that your employment is subject to probation, your probation period will be the first 3 months of employment, which you agree is reasonable, and fair, in light of the responsibilities of the role.
- B4.4 At its sole discretion, the Company may notify you of an extension to your probationary period.
- B4.5 All your duties (whether express or implied) under your employment and this letter, including without limitation your duty of fidelity, good faith, **exclusive service** and duties in relation to the Group's confidential information shall continue throughout the Notice Period including any period that you are on garden leave.
- B4.6 During any Notice Period:
- a) you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
 - b) you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and to advise on matters relating to work.
 - c) you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or operations of the J.P.Morgan.

B5. Leave

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

B8. Post Employment Restrictions

- B8.1 For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company any Critical Person.
- B8.2 For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company the business or custom of any Restricted Client.
- B8.3 The duration of the restrictions will be reduced by any period of notice that you work out or any period of garden leave as provided in this offer letter.
- B8.4 In this paragraph B8:
- a) "Critical Person" means any person who was an employee or director of the Company or any other Group Company at any time within one year prior to the Relevant Date who had access to trade secrets or confidential information of the Company or any other Group Company. This includes knowledge of, involvement with or influence over suppliers or clients of the Company or any other Group Company with whom you worked at any time during that period.
 - b) "Group Company" means the Company, its ultimate holding company, any subsidiary of the Company and any holding company from time to time. "Subsidiary" and "holding company" shall have the same meaning as in the relevant companies' legislation.
 - c) "Restricted Client" means any person:
 - i) who in the one year before the Relevant Date was a client of, or has dealt with, the Company or any other Group Company; and
 - ii) with whose custom or business you, or persons reporting to you, were personally involved with during the period of one year prior to the Relevant Date;
 - iii) but does not include publicly known institutional clients which you serve subsequent to your employment with the Company without the use of confidential or proprietary information of the Company and J.P. Morgan.
 - d) "Relevant Date" means the date your employment with the Company or the Group terminates for whatever reason.

B9. Code of Conduct and Staff Regulations and Affirmation

- B9.1 It is a condition of your continuing employment and it is your obligation that you comply with:
- (a) the Code of Conduct (as amended from time to time or superseded). At the time of acceptance of the offer of employment and on a periodic basis, you will be required to sign an affirmation (or reaffirmation) confirming your understanding and compliance with the provisions of the Code of Conduct; and
 - (b) the Company's other internal policies and procedures and all relevant policies and procedures for the line of business in which you are to undertake work.
- B9.2 The Company shall be entitled at any time to amend the Company's internal policies and procedures (including but not limited to the Code of Conduct), the benefits set out in the Appendices and other staff regulations, as well as to put in place new policies as the Company sees fit. Any such amendments shall be notified in writing to each employee and shall on provision of such notice, become legally binding.
- B9.3 The Company's Human Resources work policies are set out in the me@jpmc website, as amended from time to time. Please take time to familiarise yourself with these policies when you begin your employment.
- B9.4 To the extent that the contents of policies or procedures refer to obligations on the Company, you agree that they are guides only and are not contractual terms, conditions or representations on which you rely.

B10. Working Hours

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

B11. Retirement Benefits

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

B12. Miscellaneous

- B12.1 This letter represents the entire agreement between the parties with respect to your employment by the Company and supersedes any previous written or oral agreement between the parties in relation to the matters dealt with in it. You acknowledge that you have not been induced to enter into this letter by any representation, warranty or undertaking not expressly incorporated into it.
- B12.2 If any paragraph (or part of any paragraph) of this letter is invalid or unenforceable, the validity or enforceability of the remaining paragraphs (or parts of a paragraph) shall not be affected and the other paragraph (or parts of a paragraph) shall remain in full force and effect as if the invalid or unenforceable parts had been deleted. This letter shall remain in full force and effect and survive the termination of your employment for any reason whatsoever.
- B12.3 If, during your employment with the Company, you become indebted to the Company or are overpaid any amount for any reason, the Company will be entitled to recover that amount from you. The Company may, if it so elects, set off any sum due to the Company from you against the compensation

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

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.

APPENDIX D – SPECIFIC CONSENTS

You are required to provide specific consents in accordance with the applicable laws, details of which are provided in Annexure 1 and 2 respectively. It is essential that you carefully read/understand and specifically agree to the same.

Annexure – 1

Please read the following statements carefully. The term "J.P. Morgan" as used in these statements, refers to and is defined as including, either jointly or individually, J.P. Morgan Chase & Co., and/or any of its subsidiaries and affiliates and related body corporates (as defined in the Corporations Act, 2001 (Cwlth)), and/or their respective officers, agents, or employees.

Verification: The information I have provided in this Statement of Information is accurate to the best of my knowledge and subject to verification. I understand that any untrue statement or misrepresentation of fact in any of these statements to any extent, at J.P. Morgan sole discretion, may be grounds for terminating my employment with J.P. Morgan with immediate effect in accordance with the terms and conditions set out in J. P. Morgan Offer Letter.

Security Procedures: At all times during the performance of services for J.P. Morgan, I shall abide by all applicable J.P. Morgan security standards, guidelines and procedures, including, where applicable, those set forth in J.P. Morgan Data Security Policies and Standards Manual and Technical Users: Security Policies and Standards Manual.

Ownership of Intellectual Property: I hereby agree that J.P. Morgan shall have ownership of the entire rights, title and interest in all inventions, original works of authorship, developments, improvements, technical or other contributions, including computer software and trade secrets, and other works which I make, conceive, create or write, alone or jointly with others, during the course of and within the scope of my employment with J.P. Morgan or within six months after termination of such employment if the same is related to the course of my employment ("Developments"). In connection therewith, I hereby assign to J.P. Morgan, all rights, title and interest in and to the Developments to which I am or may at any time after the date of my employment be entitled to by virtue of or pursuant to any of the laws in force in any part of the world, whether or not patentable or registrable under copyright or similar laws, which assignment shall include, without limitation, the right to file and prosecute patent applications and copyright registrations in any and all countries and all rights of priority under international conventions. I further acknowledge that all original works of authorship

thereof even though that liability may arise out of negligence or carelessness of any such party. This Agreement and Release Form may be asserted as a full and complete defense to, and may be used as the basis for an injunction against any claims, action or lawsuit alleged or brought by me against J.P. Morgan. The rights granted herein shall be binding upon my estate, heirs and assigns.

This Agreement and Release is deemed to be made under and shall be construed according to the laws of India and subject to the exclusive jurisdiction of Mumbai Courts. J.P. Morgan – Pre Employment Screening

Confidentiality of Information: I agree that I shall hold on trust for J.P. Morgan Chase & Co, including its subsidiaries and affiliates (respectively or jointly) (JP Morgan) and shall not use, except for the purposes of the performance of my duties during my employment with J.P. Morgan, or disclose to any other party any Confidential Information (as such term is hereinafter defined) which may be disclosed to or created by me in connection with the course of my employment with J.P. Morgan. As used herein, the term "Confidential Information" means any information which relates to confidential, proprietary and/or trade secret information in oral, demonstrative, written, electronic, graphic or machine readable form contained in any documents, manuals, diskettes and other storage medium including but not limited to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions or security procedures, know-how, inventions, training methods or other information relating to the business and other operations of either J.P. Morgan, any affiliate of J.P. Morgan, or any client, customer or vendor of J.P. Morgan and all copies and reproductions thereof, whether or not owned or developed by J.P. Morgan, except such information which is in the public domain at the time of its disclosure to me or which subsequently enters the public domain other than as a result of a breach of duty on my part. I agree that, upon J.P. Morgan written demand for whatever reason, I shall immediately deliver to J.P. Morgan any and all notes, drawings, documents, manuals, diskettes and other m

copies or excerpts thereof and confirm to J.P. Morgan, in writing, the return or destruction of the same. I acknowledge that my right to retain and/or use the Confidential Information shall terminate forthwith upon J.P. Morgan written demand and I shall immediately cease to use the Confidential Information. The obligations imposed by this clause shall survive the term of my employment with J.P. Morgan with respect to the performance of services, or of my employment or assignment to render services in connection therewith. I understand and agree that any breach of these confidentiality obligations will cause J.P. Morgan irreparable damage and J.P. Morgan shall have the right to enforce the provisions of this paragraph by means of injunctive relief including specific performance.

Annexure- 2

Consent for Use, Transfer and Verification of Personal Data

1. This consent is for collecting, using, holding, receiving, possessing, storing, dealing, transferring, disclosing or handling ("Use") your Personal Information (defined below) (including your Sensitive Personal Data or Information(defined below)) from you (collectively, "Personal Data") in connection and during your employment with J. P. Morgan Services India Private Limited ("Company")("Consent").
2. You understand and give consent that during the course of your employment, whether direct or indirect, the Company will U s e your Personal Data or any other related document/agreement for the purposes set out below or for any purpose ancillary or incidental thereto as may be relevant for the Company for its business purposes in the course of my employment ("Purpose"):
 - 2.1 personnel administration, including administration of certain employee benefits such as medical and insurance benefits;
 - 2.2 processing applications for employment and regulatory licensing (if applicable);

employment or contractual relationship with the Company; and

- (viii) any of the information received under above clauses by the Company for processing, stored or processed under lawful contract or otherwise.
3. You understand and give consent that your Personal Data collected by the Company will be handled in accordance with the reasonable security practices and policies and procedures of the Company and JPMorgan and that the procedures and policies may change from time to time and that it shall be your responsibility to keep myself updated on the same.
 4. You understand and give consent that the Personal Data collected from you by the Company may be transferred or disclosed by the Company, when such transfer or disclosure of Personal Data is necessary for the Purpose stated in Clause 2 above, to:
 - 4.1 any of its affiliates, subsidiaries, associate companies or branch in the JPMorgan group of companies ("JPMorgan"), whether in India or any other country;
 - 4.2 any agent, contractor, or third party service provider who provides administrative, telecommunications, computer or other services to JPMorgan in connection with the operation of its business;
 - 4.3 any other person under a duty of confidentiality to JPMorgan, which has undertaken to keep such information confidential, including clients of JPMorgan;
 - 4.4 any person seeking employee references;
 - 4.5 any actual or proposed purchaser of all or part of the business of JPMorgan or, in the case of any merger, acquisition or other public offering, the purchaser or subscriber for shares in any entity which is part of JPMorgan;
 - 4.6 third parties in the form of directories of names and office telephone numbers of key officers of JPMorgan for promotional and administrative purpose; and
 - 4.7 any statutory, regulatory, governmental authority, body or association and/or to other third parties where such disclosure is required by applicable law or regulation.
 5. You give consent to the Company, JPMorgan and any adviser, agent, contractor, service provider of JP Morgan or any persons or organizations acting on its behalf, to verify and process information and documentation presented by you or any other third party on your employment application/resume and relating to your engagement with JP Morgan (including Personal Data and complete details of your).
 6. You hereby grant authority for the bearer of this Consent, with immediate effect, to access or be provided with details of your previous employment records held by any company or business for whom you have previously worked.
 7. Upon a request made by you, you may review the Personal Data provided by you to the Company in order to ensure the authenticity of such Personal Data. In the event, any Personal Data provided by you to the Company is found to be inaccurate or deficient, you may request the Company to correct or amend the records as feasible and in accordance with the internal policies and process of the Company. It is your responsibility to keep the Company updated with regard to your Personal Data as and when there is a change in the information provided by you to the Company. The Company shall not be responsible for the authenticity of the Personal Data provided by you. Failure to provide Personal Data or failure to provide consent to the Company or withdrawal of consent given to the Company required for the Purpose stated in Clause 2 above or such other purpose as the Company may notify to you from time to time may result in the Company being unable to process the job application or continue to have you in employment with the



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January 18, 2023

Saketh Siddartha T L
1-3-115/3/B, Saddalagundu, RajendranagarMahabubnagar, Telangana 509001
India

Dear Saketh Siddartha T L,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad -IND**. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



January 18, 2023

Saketh Siddartha T L
1-3-115/3/B, Saddalagundu, RajendranagarMahabubnagar, Telangana 509001
India

Dear Saketh Siddartha,

We are pleased to confirm our offer to join "**PepsiCo Global Business Services India LLP**" ("The Organization") as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day's of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is INR **985,817.00** per annum. This includes statutory retiral. The Target Variable pay offered to you is INR **91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization's annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed from your Start Date to your termination date and the denominator of which will be 12

(such amount, the "Earned sign-on cash bonus"), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days' notice in writing ("Notice Period"). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or 'Basic Pay' in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



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ANNEXURE A

Name of Candidate: Saketh Siddartha T L

External Title - Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

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Telangana 500075. Tel: +91 40 7136 9000

KOKA SASHANK

CSE

9959052485

**PEPSICO****PRIVATE AND CONFIDENTIAL**

January 17, 2023

Sashank Koka

10-284/3 lane no-13 Vasanthapuri Colony, MalkajgiriHyderabad, Telangana 500047
India

Dear Sashank Koka,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad -IND**. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

A handwritten signature in black ink that reads "Avantika Susan Nigam".

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP**(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786**

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



January 17, 2023

Sashank Koka
10-284/3 lane no-13 Vasanthapuri Colony, Malkajgiri Hyderabad, Telangana 500047
India

Dear Sashank,

We are pleased to confirm our offer to join "**PepsiCo Global Business Services India LLP**" ("The Organization") as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day's of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

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(such amount, the "Earned sign-on cash bonus"), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

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You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days' notice in writing ("Notice Period"). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or 'Basic Pay' in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000



PEPSICO

PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Sashank Koka

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000

Shortlisted candidates: CBIT || Micron

Srilekha Challagundla (schallagundl) [CONT-Type2-OBJECT TECHNOLOGY SOLUTIONS INDIA] <schallagundl@micron.com> Wed, Aug 10, 2022 at 2:41 PM
 To: "placements@cbit.ac.in" <placements@cbit.ac.in>
 Cc: "Orijit Ghosh (oghosh)" <oghosh@micron.com>, "Jhansi Jagannadham Naidu Potham (jpotham)" <jpotham@micron.com>, "S Deepak Kumar (sdeepakk)" <sdeepakk@micron.com>, "Sharbari Pradhan (spradhan) [CONT-Type2-EXPERIS IT PRIVATE LIMITED]" <spradhan@micron.com>, "Deepika Dadi (ddadi)" <ddadi@micron.com>

Micron Confidential

Dear Team,

Please find the below shortlisted candidates from us based on the interviews conducted on 9th Aug 22, the below students are being shortlisted for Full time along with semester internship for 6 months (starting from Jan'23). Kindly let us know their acceptance

Candidate Id	Candidate Name	Gender	Disability (YES/NO)	Final Degree	Final Percentage	Final Year of Passing	Final Status
7178151	Abhinav Varma Vathadi	Male	No	B.E.	8.74	2023	Selected
7177871	B Sathwik Reddy	Male	No	B.E.	7.91	2023	Selected
7178075	Harikrishna Nalumasu	Male	No	B.E.	8.44	2023	Selected
7178173	Kondi Kavya	Female	No	B.E.	8.76	2023	Selected
7178223	Mahindra	Male	No	B.E.	8.82	2023	Selected
7178179	Manideepak Rao Chitneni	Male	No	B.E.	8.7	2023	Selected
7177795	Mohd Akram Rasheed	Male	No	B.E.	8.14	2023	Selected
7178303	P Nikhil Chandra	Male	No	B.E.	9.04	2023	Selected
7178073	Pantham Nikitha	Female	No	B.E.	8.6	2023	Selected
7178029	Pavan Sai Pulluri	Male	No	B.E.	8.57	2023	Selected
7178317	Prithvi Sandeep Saladi	Male	No	B.E.	9.08	2023	Selected
7178285	Sai Teja Varma Rameti	Male	No	B.E.	8.99	2023	Selected
7178375	Tarun Vishnu Vardhan Chirumella	Male	No	B.E.	9.24	2023	Selected
7178237	Teja Kiran Mirrudoddi	Male	No	B.E.	8.8	2023	Selected
7177835	Vangdale Shiva	Male	No	B.E.	8.14	2023	Selected

Regards,

Srilekha Challagundla

University Relations

Micron Confidential

160119733170

KOMMA SHASHANK

CSE-3

9550169645



Barclays Global Service Centre Private Limited
 DLF IT Park, Level 8, Building 9A and B
 Nandambakkam Post, Ramapuram,
 Mount Poonamallee Road, Manapakkam, Chennai
 Tamil Nadu
 600089
 India
 Phone: +91 2261752000

17 April 2023

Shashank Komma
 A-13, Mahindra Executive Colony
 Sanga reddy
 Zaheerabad
 502220

Dear Shashank,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas

Sarada Srinivas
 Head - HR Operations and Payroll

Registered Office: Barclays Global Service Centre Private Limited, 5th to 12th Floor(Part), Building G2, Gera Commerzone SEZ, Survey No. 65, Kharadi, Pune 411014

CIN: U72200PN2007FTC 132479 Tel: +91 2067160007 Fax: +91 206716800 Website: barclays.com

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together comprise your Employment Letter.

Name	Shashank Komma
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Graduate Analyst, BA3 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	24 July 2023, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.
	In addition to the terms set out elsewhere in the Agreement, this offer of employment is contingent upon successful completion of your current degree prior to your anticipated start date. Successful completion of your degree means that it is completed within the specified timelines highlighted in your application and that your final degree classification matches or exceeds the predicted results stated in your application to Barclays. It is your responsibility to inform our recruitment team immediately, if you suspect that your grades will be lower than those predicted. Your start date for the purposes of continuous employment is as set out above
Working Hours	Your hours of work will be an average of 40 per week. Rest intervals and breaks are separate from the 40 hours of work. The Company is operational 24 hours a day, 365 days a year, so depending on your business function, your working days and hours may involve day and night shifts, and working on weekends/weekly offs and holidays, as permitted under applicable laws. Your manager will inform you if you are required to work in a different shift. You will devote sufficient time to your duties. Subject to applicable laws, you may be required to work such additional hours as are required for the proper performance of your duties as per any applicable Company policy, which may require that you attend the office, or be available to fulfil your function, outside normal hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.
Initial Place of Work	You will initially be based in DLF IT Park, Level 8, Building 9A and B, 1/124, Shivaji Gardens, Moonlight Stop, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Manapakkam, Chennai, Tamil Nadu 600089, India. However, your place of work will be determined in line with the requirements of the scheme at Barclays' sole discretion. It is a condition of your employment that you agree that you may be required to work or travel to any branch or office (in India or overseas). Where you are required to work outside of India, additional terms and conditions may apply to your employment, which will be provided at the relevant time.
Probationary Period	Your employment is subject to a probationary period of 6 months, or such additional period as the company may in its discretion consider necessary.

Salary

Components	In INR Per Annum
Basic salary	462,000.00
House Rent Allowance	231,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	462,000.00
Annual Salary	1,155,000.00
Provident Fund (Employer's Contribution)	55,440.00
Gratuity (per Company policy)	22,212.00
Total Fixed Pay	1,232,652.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the 24th (or the prior working day if the 24th is not a working day) of each month. The estimated CTC above does not create any contractual right to any such payment.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Other Payments

The Company agrees to pay you a one-off non-pensionable scholarship and bursary payment of Rs.100,000.00 (the "Scholarship and Bursary Payment") in recognition of your studying costs. The Scholarship and Bursary Payment will be paid within 90 days from your date of joining Barclays. The payment will be made subject to applicable tax and / or other withholdings or deductions as required by law or regulation.

As agreed by you, this Scholarship and Bursary Payment will be subject to your compliance with the following requirements:

You will be required to repay the Scholarship and Bursary Payment net of any taxes or other deductions or withholdings as required by law or regulation within 30 days of any of the following occurring:

- you have terminated your employment voluntarily (or have given the Company notice to terminate your employment) within 12 months of your start date; or
- you are dismissed for gross misconduct or fundamental breach of contract or for a serious breach of the Risk and /or Compliance requirements of the Barclays Group (or you have been given notice to terminate your employment for these reasons) within 12 months of your start date; or
- you fail to satisfy the pre-employment conditions of as set out in this Agreement or as otherwise determined by the Company.

The Company may adjust this repayment amount from any amount payable to you by any Barclays Group company. The Scholarship and Bursary Payment should not be interpreted as giving rise to any right to or legitimate expectation of any other award, nor is it any assurance as to the level of any award which may be made to you in future, which will be at the Company's discretion.

You were also given an opportunity to join your employment without the Scholarship and Bursary Payment and therefore your liability to repay the amount, as has been mentioned above, in no case to be considered as a deterrent to restrict your employment for a specific term.

Qualifications/
Examinations

It is a condition of your employment and continued employment with the Company that you successfully complete any professional qualification and/or examination as may be required and notified to you by the Company from time to time, including without limitation any qualifications or

examinations required by the Regulator. You will be expected to pass all exams within a predetermined period and/or within one or more sittings, which shall be set out in the Company policy.

Subject to the terms set out below and the Company policy, the Company will be responsible for the cost of any first attempts at any such qualification with our preferred provider, including study books and associated examination fees. You should refer to the Company policy for details.

If you do not pass any exam or obtain a qualification within the period specified or within the relevant number of attempts (which may in some cases only be one) the Company reserves the right to terminate your employment

In the event that your employment is terminated for gross misconduct, or if you resign from the Company or otherwise terminate your employment or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company, you will be required (except where a qualification or examination is required by the Regulator) to repay to the Company the following sums in full within 30 days:

- 100% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment at any time during your course of study, or within six months of completing your course of study, or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company; or
- 50% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment within six twelve months of completing your course of study

Any such sums owed by you to the Company will be deducted from any sums due to you from the Company or, if such a deduction is not made, will be deemed to be due as a debt from you to the Company.

Discretionary Incentive Award

You may be eligible to be considered for a discretionary incentive award on an annual basis, at the absolute discretion of the Company and subject to you being eligible at the relevant time. Normally, awards are made in the first quarter, in respect of the previous financial year.

Statutory and Other Benefits

You will be eligible for various statutory benefits in accordance with the relevant laws. You will also be eligible to participate in the Company's benefits scheme, details of which are set out in the attached flyer which does not form part of your contract or have any contractual effect.

Any benefits are subject to the relevant policies/plans from time to time in force. The Company reserves the right to change the benefits or policies/plans from time to time.

If the Company pays or reimburses any expense on your joining the Company towards your relocation from your current place of stay to your place of posting as agreed between the Company and you, if your employment ends less than one year after the Start Date you confirm that you will pay to the Company (or alternatively Company may set-off against/ write off) any amount paid or reimbursed in respect of such relocation from the amount payable to you.

Annual Leave

You are entitled to avail annual leave which includes privilege leave, casual leave and sick leave entitlement in accordance with the applicable laws in the state of your Place of Work. Further details are included in the Detailed Terms and Conditions and on your intranet.

Notice Period

Either you or the Company may terminate your employment by giving two months written notice, however, the Company may terminate your employment with immediate effect in accordance with applicable Company policies.

Any reduction/ waiver to notice period shall be at the sole discretion of the Company. Company may adjust balance of annual leaves, while granting such reduction/ waiver.

Further information on Notice is included in the Detailed Terms and Conditions.

Overtime

Employees who are eligible under applicable laws to be paid Overtime for work beyond normal working hours, will be paid for the same in accordance to the applicable State laws at your Place of Work.

Further details in regard to Overtime are included within the Additional Time Guidelines available on the company's Intranet.

Data Privacy

The Company processes employee information for legal, regulatory, administrative and other purposes related to your employment and the conduct of the business of the Barclays Group (the "Agreed Purposes"). Processing includes obtaining, holding, editing, destroying and disclosing employee information to any Barclays Group company and its employees and/or any third parties (for example, insurers, pension scheme trustees, banks, auditors, consultants, lawyer/ law firm, business partners, suppliers and vendors engaged to provide products or services to the Company, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) for the Agreed Purposes ("Processing" or "Process").

For the Agreed Purposes, the Company may transfer employee information to any Barclays Group company and/or any third parties (for example, insurers, pension scheme trustees, banks, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) in order to Process employee information for the Agreed Purposes.

You confirm that you will provide your employee information to the Company and consent to the Processing of employee information for the Agreed Purposes. This may include transfers to recipients based in another country to your place of employment (either within or outside the European Economic Area) with different levels of protection of your personal data to India.

You confirm that the Company and/or any Barclays Group company may monitor and/or record your use of office equipment, for example, e-mail, internet (including chats and blogs), telephones and mobile telephones for the purposes of compliance with Company procedures and policies, maintenance, security and regulatory requirements or as permitted by law.

Aforesaid clause/ conditions shall apply to information relating to your family members/ relatives with respect to insurance policy, emergency contact details, etc., in accordance with prevailing Barclays'/ Company policy. It is your responsibility to inform such individuals that their data will be processed in this manner and to obtain their consent.

Confidentiality

It is important that you recognise that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company, the Barclays Group and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information and trade secrets and any stricter policy which applies to your role.

Post- Termination Restrictions

In protecting the interests of the Company, you must not, for a period of 3 months from the termination date of your employment:

- approach, solicit or deal with any person, firm, company or other entity who is or was a customer/supplier of Barclays Group and with whom you had material dealings within the 12 months period immediately prior to your termination.
- solicit or entice, or attempt to solicit or entice away or engage or employ any director, officer or employee in the Barclays Group

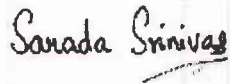
Full details of the restrictions you will be bound by are included in the Detailed Terms and Conditions.

Acceptance

In accepting the terms of this Employment Letter, you confirm that all information provided by you to us in connection with this offer of employment (including at interview) is true and not misleading. You further confirm that you will notify us of any change in that information between the date of this offer of employment and the Start Date and during the term of your employment with the Company, including any change in the information you provided during the pre-employment recruitment and screening process and any change in the circumstances of the termination of your employment with your current employer.

By accepting this offer, you accept that you are bound by the terms of this Employment Letter. This includes the Key Terms, any applicable Schedules and the enclosed Detailed Terms and Conditions. By accepting this offer, you further accept that you are bound by all applicable policies, guidelines, processes and procedures as amended from time to time and that you shall ensure that you acquaint yourself with the terms of all such policies, guidelines, processes and procedures. This Employment Letter set out the complete and exclusive terms and conditions between you and the Company and supersedes all proposals or prior agreements, oral or written and all other communications between the parties relating to the subject matter of these terms. In the event of any conflict between the Summary of Key Terms and any applicable Schedule and the Detailed Terms and Conditions, the Detailed Terms and Conditions will prevail. In addition, by accepting this offer you will be deemed to confirm that you have received, read, understood, accept and will comply with the requirements detailed in the Detailed Terms and Conditions.

Yours sincerely,



Sarada Srinivas
Head – HR Operations and Payroll
17 April 2023

I have read, understood and accept the terms of this Employment Letter (including the terms set out in any applicable Schedules and the Detailed Terms and Conditions section). I have been given an option not to accept these terms and thereby, not to join the Company and to seek appropriate Legal advice to understand interpretation of these terms.

Signature: _____

Date: _____

Taleo Number: 00282390
Contract Type: India Grad Offer Letter

Detailed Terms and Conditions

Introduction

About the Detailed Terms and Conditions

The purpose of the Detailed Terms and Conditions is to provide you with the relevant information on what the Company and the Barclays Group expects from its employees.

The Detailed Terms and Conditions also set out a list of key practices, guidelines and processes that the Barclays Group has developed to reflect our values, purpose and behaviour and as part of our high performance culture and, in accordance with your contractual obligations, must be adhered to at all times. Further information and policies can be found on your own business unit intranet site.

It is important that we review our policies, practices, guidelines and processes to ensure that we stay at the leading edge, enabling us to be one of the most admired financial services companies in the world. From time to time, our policies and procedures do change and you must familiarise yourself with them on joining and periodically throughout your employment. References in the Detailed Terms and Conditions to a policy, practice, guideline and / or process generally are references to the relevant policy, practice, guideline and / or process in force at the relevant time.

These detailed terms and conditions also refer to the Barclays Values which must be adhered to at all times. The Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) are set out on your own business unit intranet site.

You should also refer to Appendix 1 which sets out definitions of the terms used in the Detailed Terms and Conditions.

Your Detailed Terms and Conditions of Employment

1. Introduction to this Section

This section sets out your detailed terms and conditions of employment and should be read alongside your enclosed Summary of Key Terms and any applicable Schedules. These documents form your employment terms with the Company and are referred to in this document as "Employment Letter". By signing the Employment Letter you confirm that you have read, understood and accept the terms set out in the Detailed Terms and Conditions.

2. Pre-employment and ongoing conditions

- 2.1 Your confirmation in the employment will be subject to successful completion of the Probationary Period as mentioned in the summary of terms or such additional period as the Company considers necessary in its absolute discretion. Your employment shall be deemed to be confirmed automatically unless communicated otherwise in writing.
- 2.2 You understand that the Company's offer of employment is made to you subject to and conditional on the completion of certain pre-employment procedures and processes. You certify that the information that you have provided in connection with completion of the procedures and otherwise in connection with this offer of employment (including at interview stage) is true and accurate both at the time it is given and on the Start Date. The Company reserves the right to carry out screening checks on all employees, and such procedures may include but are not limited to:
 - (a) receipt of references and documentary proof that are satisfactory to the Company that you are legally entitled to reside and work in your country;
 - (b) completion of credit checks to the satisfaction of the Company;
 - (c) where criminal record checks are applicable to your role, completion of those checks to the satisfaction of the Company;
 - (d) if requested by the Company, a medical examination by the Company's medical advisers;
 - (e) where Regulator approval for your appointment is required and such approval is sought before your employment commences, such approval either (i) being obtained or (ii) not being withdrawn by the Company or a Barclays Group company following consultation with the Regulator; (iii) receipt of documentary proof that you hold the appropriate and relevant qualifications; and
 - (f) the Company receiving a signed copy of the Terms from you.
- 2.3 Whilst every effort will be made to complete all the checks and processes in the pre-employment procedures before your Start Date, this may not always be possible. In case you are employed prior to completion of the pre-employment procedure, the Company may terminate your employment at any time on minimum statutory notice if the check reports are not up to our satisfaction or the procedures are not completed within a reasonable period of time.
- 2.4 This offer of employment and your continued employment is also subject to your obtaining, holding and continuing to hold all applicable qualifications, licences and registrations as required by your role. Where Regulator approval for your role is required and such approval is sought after your employment commences, then your continued employment is conditional on such approval either: (i) being obtained; or (ii) not being withdrawn by the Company or a Barclays Group company following consultation with the Regulator (or other relevant regulatory body).
- 2.5 You shall be liable and responsible to inform and update your latest contact and address details, in the records of the Company, from time to time. Failure to comply may constitute gross negligence on your part.
- 2.6 You should not engage in any matter which would or could be anticipated to result in a conflict of interest between you and the Company.

- 2.7 This offer of employment and your continued employment is also subject to your successful completion of certain trainings (such as Communication & Culture and/or other process and policy trainings accreditations) that may be assigned to you by the Company from time to time. In case you remain absent for more than 2 days during these training programs or you become unable to qualify the trainings to the satisfaction of the Company, the Company shall have the sole discretion to take appropriate action including termination of your employment forthwith in accordance with provisions of Clause 18.1 (e) viii of the detailed terms and conditions of this Employment Letter. In case of your absence due to any personal emergency, your Line Manager shall on his/her sole discretion and upon evaluation of the reason of your absence, may recommend the Company to realign you for the next available training within a period of 30 days of your returning from absence. In case you are realigned for the next training as mentioned above, there may be possible change in process and/ or compensation on account of such realignment. If for any reason you do not agree to the realignment terms or no such realignment is possible within a period of 30 days of your returning from absence, the Company shall have the sole discretion to terminate your employment forthwith in accordance with provisions of Clause 18.1 (e) viii.

3. Place of Work and Mobility

Your place of work is as set out in your Summary of Key Terms. However you may need to travel to other locations and offices as reasonably required in the performance of your duties. You confirm that you will travel to such places (both inside and outside India) as the Company may reasonably require from time to time. Should the Company need to permanently change your place of work, you will be given reasonable notice of any such change (acceptable in e-mail/ letter format).

4. Duties

4.1 During your employment with the Company you confirm that you will:

- (a) act in a manner consistent with and which supports our values, purpose and behaviours and in particular the Barclays Values;
- (b) devote the whole of your working time and attention to the business of the Company and the Barclays Group;
- (c) diligently and faithfully perform such duties and exercise such powers and functions as may reasonably be assigned to you by the Company in relation to its business and that of the Barclays Group to the best of your ability and with integrity, due skill, care and diligence;
- (d) use your best efforts to promote and protect the interests of the Company and the Barclays Group and not do anything to harm those interests;
- (e) comply with all reasonable requests, instructions and regulations given by the Company and the Barclays Group and promptly provide such explanations, information and assistance as to your activities in the business of the Company and the Barclays Group as they may reasonably need;
- (f) neither engage in any activities which would detract from the proper performance of your duties under the terms of this Employment Letter, nor (without the prior written consent of the Company) in any capacity including as director, shareholder, principal, consultant, agent, partner or employee engage or be concerned or interested directly or indirectly in any other trade, business or occupation whatsoever provided always that such activities are in compliance with Barclays policies on outside or external business interests. This paragraph will not prevent you holding for investment purposes only, shares or securities which do not exceed three per cent (3%) in nominal value of the share capital or stock of any class of any company quoted on a recognised stock exchange;
- (g) not engage or be interested in any activities which place you in a position where your interests conflict improperly with those of the Barclays Group, its clients, customers or shareholders. Barclays recognises that, on occasion, a conflict of interest may arise which is unavoidable. In such circumstances you must make your line manager and local compliance control room or compliance contact aware of the issue immediately. You must not act in relation to the matter, without their written direction or approval; and
- (h) report any actual or proposed unlawful activity or behaviour affecting the Barclays Group by you or any other employee, officer, contractor of the Barclays Group or any other person to your manager (or, if they are potentially involved in such unlawful activity or behaviour, to your HR Business Partner or a member of your Compliance team) immediately on becoming aware of it.

5. Salary and allowances

Your salary will be paid on a monthly basis on or around the last working day of each month and is subject to applicable taxes, duties, cesses and other applicable withholdings. All tax liabilities arising out of your entire remuneration package, present or future, shall be borne by you. Your salary and any allowances will accrue on a daily basis and will be paid pro rata if you are employed for part of a month.

Your salary will be reviewed annually without commitment to increase. The Company may deduct from any payments to you any money owed by you to any Barclays Group company in accordance with the applicable laws.

Your acceptance to these terms shall confirm your consent to the Company making payment of your salary, compensation, award, incentive/ bonus etc. by way of credit to bank account with the bank of Company's choice or via such other mode as the Company may deem appropriate.

6. Discretionary incentive award

- 6.1 You may be eligible to be considered for a discretionary incentive award on an annual basis. The value, form, conditions of delivery and timing of any such awards are at the Company's discretion. This discretion includes the right to make the award or a proportion of the award in a form other than cash, including an award of Shares and to defer an element of an award under the terms of a Barclays Group incentive plan.
- 6.2 Any discretionary incentive award will only be made if, at that time, you are in employment and are not under notice (whether given or received) nor under suspension or investigation for a regulatory or disciplinary matter.
- 6.3 If you are subject to any investigation or disciplinary process at the time when communication, payment or making of any payment and/or award would otherwise occur, then the delivery of that payment and/or award will be suspended. If on conclusion of any investigation and/or disciplinary process, you are dismissed for gross misconduct or cause and / or have committed any serious breach of the Risk and / or Compliance requirements of the Barclays Group, then no payment and / or award will be made to you. If no disciplinary action (or disciplinary action short of dismissal) is taken against you, then a payment and / or award may be made to you after the conclusion of that process. However, the amount of any award and / or payment to which you are entitled may be reduced by the Company in its sole discretion. For the avoidance of doubt, any award and / or payment may be reduced to nil in such circumstances.
- 6.4 Notwithstanding paragraph 6.3, any unpaid or unvested award (or portion of an unpaid or unvested award) may be reduced (to nil if appropriate) at the Company's discretion and to the extent permitted by applicable laws. For the avoidance of doubt, the Company may exercise its discretion including as a result of:
- (a) Barclays PLC or any subsidiary's financial statements having been materially restated for the period for which the award was made other than restatement due to a change in accounting policy or to rectify a minor error; or
 - (b) Your actions having, in the reasonable opinion of the Remuneration Committee, following consultation with the Company:
 - i. deliberately misled the management of the Company, the market and/or Barclays PLC shareholders regarding the financial performance of Barclays PLC or of any subsidiary;
 - ii. caused harm to the reputation of the Barclays Group;
 - iii. amounted to misconduct; negligence, incompetence or poor performance ("misconduct", "negligence", "incompetence", and "poor performance" as determined by the Remuneration Committee acting in good faith, following consultation with the Company); or
 - (c) The Barclays Group or any of its subsidiaries, in the reasonable opinion of the Remuneration Committee, following consultation with the Risk Committee, has suffered a material failure of risk management.
- 6.5 Should the Company become aware that the amount of any award that has been paid or released to you was calculated on the basis of any false, incorrect or misstated information, then, the Company may, within one year of any such payment or release being made, request that you will repay as a debt to the Company the amount (or any part of the amount) as may be determined in the Company's sole discretion and to the extent permitted by applicable laws. You confirm that in the event a repayment obligation arises the Company is authorised to deduct the appropriate amount from your salary or any other

amounts due to you (including in instalments) as it determines in its discretion and to the extent permitted by applicable laws.

- 6.6 A payment of cash and / or a release of Shares or other instruments under an award will be subject to tax and other applicable withholdings, taxes, duties, cesses, deductions and will be subject to the rules of any applicable incentive plan.
- 6.7 Whether you are eligible to receive a discretionary incentive award, and if so, the amount shall be determined at the absolute discretion of the Company. You have no contractual right, whether express or implied, to receive an award at all, or an award of any particular amount, and the making of an award in any year does not give rise to any obligation on the Company to make an award in any future year. For the avoidance of doubt, your employment may be terminated by the Company at any time, for any reason, in accordance with clauses 18 or 19 of this Employment Letter and the exercise of that right to terminate is not limited or fettered by any term (express or implied).
- 6.8 Within Barclays, certain (usually senior) roles are designated as 'Material Risk Taker' ("MRT") roles. Where you are a MRT for any particular year you will be notified of this during or following the end of the relevant year. At any time during the seven year period from the date on which any variable remuneration is awarded to you in respect of a period for which you are a MRT (the "Relevant Variable Remuneration"), if Barclays determines that:

(a) your actions or omissions have, in the reasonable opinion of Barclays amounted to misbehaviour or material error; and /or

(b) Barclays or the relevant business unit has suffered a material failure of risk management, then, without prejudice to Barclays other remedies, Barclays may require that you repay an amount, not exceeding the value of the Relevant Variable Remuneration. The repayment shall be of such value as may be determined in Barclays discretion acting in good faith, to such Barclays Group Company and on such terms as Barclays may direct.

In respect of paragraph 6.8 (b) above, Barclays shall take into account your proximity to the applicable failure and your level of responsibility before any request for repayment is made. In respect of paragraphs (a) and (b) above, before any request for repayment is made, Barclays shall take into consideration whether you (i) have participated in, or were responsible for, conduct which resulted in significant losses to the Barclays Group or (ii) failed to meet appropriate standards of fitness and propriety.

For the avoidance of doubt, the whole or any part of the Relevant Variable Remuneration can be clawed back if Barclays makes its determination within seven years from the date that the Relevant Variable Remuneration was awarded to you even if an event falling within (a) or (b) above occurred prior to the date of award.

The determination of what constitutes "misbehaviour", "material error", "material failure of risk management", "significant losses" and "appropriate standards of fitness and propriety" shall be determined by Barclays acting in good faith.

You confirm that in the event Barclays makes a repayment determination, you shall repay the amount subject to that determination within the time period specified in the determination. You further confirm and provide authorisation for Barclays to deduct the appropriate repayment amount from your salary or any other amounts due to you, to the full extent permitted under local law, whether from Barclays or any other Barclays Group company.

You acknowledge that (in addition to its rights at clause 16 (Amendments to terms and conditions of employment)) the terms of this clause 6.8 may be amended by Barclays to the extent deemed reasonably necessary in order to comply with law, regulations or guidance published by any regulatory authority or other relevant authority from time to time.

This clause shall apply in addition to the general right of repayment set out in clause 6.5 of the Employment Letter.

7. Statutory and Other Benefits

- 7.1 You will be eligible for various statutory benefits as mentioned in the Summary of Key terms and in accordance with the relevant laws.
- 7.2 The Company operates or may operate a benefits programme for its employees and your benefits are/will set out in full in the attached benefits brochure (except the statutory benefits mentioned above, these benefits do not form part of your contract of employment or have any contractual or other legal effect).
- 7.3 The Company has the right at its absolute discretion to amend or withdraw the benefits at any time and without any compensation or notice to you and / or replace any benefit with an alternative at its discretion.
- 7.4 Participation in any benefits scheme is subject to the rules of the relevant schemes, which may vary from time to time, and is subject to you satisfying any applicable requirements of the insurers or third party providers (where relevant). Your

participation may be excluded where, in Barclays opinion, cover can only be obtained on the basis that exceptional conditions or unusually high premiums are imposed or levied by the insurer or provider.

8. Annual Leave

- 8.1 Your annual leave entitlement is set out in the Summary of Key Terms. The Company's annual leave year currently runs from 1 January to the 31 December. The dates of the annual leave year may be changed. You are obliged to take all your annual leave entitlement in the relevant year, unless a policy/Handbook applicable to you states otherwise, in which case leave may only be carried over subject to and in accordance with those terms and applicable law. Your annual leave dates must be agreed in advance with your line manager. You will be allowed to carry your unutilised privileged leaves over to the next annual leave year, subject to the limit and restrictions as may be defined in the company policy and subject to the applicable laws. There is no provision of encashment of unutilised leave (including in case of termination of employment), except where such encashment is mandated by law applicable at the place of your employment at the relevant time.
- 8.2 If your employment begins during an annual leave year, your annual leave entitlement (plus any Bank or Public Holidays which fall during this period), will be calculated pro rata. During the probationary period you may only take such annual leave as has accrued in your favour up until the time of taking such leave. Any unutilised leave at the time of cessation of employment shall lapse and any payment to be made in lieu of the unutilised leave shall be at the sole discretion of Barclays unless mandated by the applicable law. If you have taken more leave than your accrued entitlement, you shall be required to repay to the Company an amount equivalent to any holiday taken in excess of your pro rata holiday entitlement, and the Company is authorised to deduct the appropriate amount from your final salary instalment or any other sum owed by the Company to you at the Termination Date.
- 8.3 In accordance with regulatory guidelines and the Company's policies, the Company may require you to go on a mandatory block leave.

9. Intellectual Property

- 9.1 For the purposes of this paragraph:

"Intellectual Property Rights" means (i) copyright and related rights, patents, know-how, confidential information, database rights, Inventions and rights in trademarks and designs (whether registered or unregistered), (ii) applications for registration, and the right to apply for registration, for any of the same, and (iii) all other intellectual property rights and equivalent or similar forms of protection existing anywhere in the world;

"Invention" means any invention, idea, discovery, development, improvement or innovation made, whether or not patentable or capable of registration, and whether or not recorded in any medium; and

"Works" means all documents, materials, software, photographic or graphic works of any type, and other materials in any medium or format which are created or developed, or are in the process of being created or developed, or used (whether in final form or otherwise) by you or on your behalf or by the Company in the course of your employment with the Company or for the benefit of the Company and which are protected by, contain or relate to any Intellectual Property Rights.

- 9.2 You will promptly disclose and deliver up to the Company all and any Works conceived, or made by you during and in the course of your employment (whether conceived, or made during normal working hours, in your normal place of work, or in conjunction with others, or otherwise). You confirm that you will provide the Company with all originals and copies of all correspondence, documents and other materials in whatever medium or form relating to or concerning the Works and the Intellectual Property Rights they contain.
- 9.3 You confirm that you will only use the Works to perform your obligations under Employment Letter and that you will not make personal copies of any Works other than for the purposes of your employment with the Company.
- 9.4 It is understood that all Intellectual Property Rights created by you in the course of your employment shall be "work for hire". You acknowledge that you have, and will have at all times while you are employed by the Company, a special obligation to further the interests of the undertakings of the Company, and that all Works and Intellectual Property Rights in the Works will automatically, on creation, belong to and vest in the Company absolutely to the fullest extent provided by law.
- 9.5 To the extent that the Works and Intellectual Property Rights do not vest in the Company or the Barclays Group automatically, you will hold such Works and Intellectual Property Rights on trust for the benefit of the Company until the Works and Intellectual Property Rights vest absolutely in the Company.
- 9.6 You confirm that you will immediately, upon request and at the Company's expense, provide all such documents and assistance as may be necessary to vest the Works and Intellectual Property Rights in the Works in the Company, to enable

the Company to enjoy the full benefit of the Intellectual Property Rights, and to enable the Company to enforce its Intellectual Property Rights against third parties or defend claims brought against the Company in relation to any Intellectual Property Rights.

- 9.7 By signing Employment Letter you accept and confirm to assign to the Company or a member of the Barclays Group (as specified by the Company) all current and future Intellectual Property Rights in the Works and any other proprietary rights capable of assignment by way of present assignment of future rights for the full term of such rights. You confirm that such assignment shall be perpetual, worldwide and royalty free. You also confirm that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You acknowledge and confirm that you shall 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.
- 9.8 You unconditionally and irrevocably waive your moral rights in relation to existing and future Works, including your right to be identified as the author of the Works and not to have the Works subject to derogatory treatment. You acknowledge that, except as may be expressly provided by law, no further remuneration or compensation other than that provided for under Employment Letter is or may become due to you.
- 9.9 When this Employment Letter expires or terminates, for whatever reason, you will immediately deliver up to the Company all Works in your possession or under your control, and under no circumstances may any Works be retained by you except with the prior written consent of the Company.
- 9.10 Without prejudice to any specific legal rights which you may otherwise have, you acknowledge that no further remuneration or compensation other than that expressly provided for in this Employment Letter will become due to you in respect of your compliance with this Section 9.

10. Confidentiality

- 10.1 During your employment with the Company or at any time afterwards, you must not disclose to any person or make use of any Confidential Information or trade secrets that you have obtained in the course of your employment. This includes information that you have acquired in the course of your employment concerning the business or affairs of the Company and/or any other Barclays Group company or our customers or clients. You are required to use your best efforts to prevent the unauthorised publication or disclosure of any such Confidential information. Exceptions to this are the use of information for the proper performance of your duties under this Employment Letter, where the Company has given written consent or disclosure is required by law, where the information is already in or comes into the public domain (other than by your unauthorised disclosure).
- 10.2 During your employment or at any time afterwards, you must not make any copy or record (whether recorded in writing, on computer disc, electronically or otherwise) of any Confidential Information, unless this is required for the proper performance of your duties under this Employment Letter. Any such information belongs to the Barclays Group and must be returned by you either at any time during the course of your employment on the request of the Company and immediately on termination of your employment.
- 10.3 For the purposes of this Employment Letter, "Confidential Information" means information concerning the business, affairs, finance, clients or trade connections of the Company, any member of the Barclays Group, or any of its customers, clients, suppliers or agents. This includes but is not limited to:
- (a) commercially sensitive information or trade secrets;
 - (b) corporate and marketing strategy, business development plans, sales reports and research results;
 - (c) business methods and processes, technical information and know-how relating to the Barclays Group's business and which is not available to the public generally, including inventions, designs, programmes, techniques, database systems, formulae and ideas;
 - (d) business contacts, lists or details of clients and suppliers and details of contacts with them, their business or affairs, including client names and client contact details, financial and personal affairs, and trading history and methodology;
 - (e) information on employees and the terms and conditions of their employment, details of employee benefits, incentive schemes/plans, salary scales and/or current or anticipated trade union/employee disputes;

(f) information or details of any actual, potential or threatened litigation, legal action, claim, dispute or arbitration against or with any member of the Barclays Group or any current or former director, officer or employee of the Barclays Group in such capacity and any information in respect of provisions for any such action;

(g) budgets, management accounts, trading statements and other financial reports;

(h) unpublished price sensitive information relating to shares or securities listed or dealt in on any recognised stock exchange; and

(i) any other information which any member of the Barclays Group or any of its employees or consultants has identified (orally, in writing, or by its or their actions) as being secret or confidential in nature or which would reasonably be considered as confidential.

10.4 You shall not solicit business for the Company from any clients belonging to your previous employer/s in breach of your terms of employment with your previous employer. You shall not use any confidential information that came to your knowledge in the course of your previous employment/s while working with the Company. You undertake to indemnify the Company against any action that the Company may face on account of your actions in breach of your obligations to your previous employer/s.

11. Regulatory compliance and dealing codes

11.1 The nature of the Barclays Group's business is such that it is authorised and regulated by the appropriate Regulator.

11.2 It is your responsibility to know, understand and comply with all legal, regulatory and governance obligations, including the provisions of the Regulatory and Compliance policies that are relevant to you. If you are in any doubt as to your responsibilities in this regard or the rules which apply to you, you must contact the Compliance team within your business area.

11.3 If you are a Regulator approved person (or any equivalent status with any other regulator) you must comply with the Regulator's Statement of Principles and Code of Practice for Approved Persons (or meet the applicable standards). Failure to meet these Principles / Standards and / or to comply with this Code of Practice (or other applicable standards) may result in investigation by the regulator, applicable regulator and/or the Company, and / or disciplinary action being taken against you by the Company which may result in the termination of your employment.

11.4 You confirm that you will be bound by and will comply with the Barclays Group Share Dealing Code and with any more stringent dealing rules applicable to you or the area of the business in which you work. In particular, you agree not to make any investment, directly or indirectly, in any company or business which is a customer or client of the Barclays Group and which may in the reasonable opinion of the Company be expected to cause your personal or family interests to conflict with your duty to the Company in any respect.

11.5 Any incentives or compensation payable to you by any member of the Company or Group Company (under this Employment Letter or otherwise, including any guaranteed amounts and including, where applicable, the payment and settlement schedule and split of cash and Shares as set out in this Employment Letter) are subject to limitation or modification to the extent reasonably deemed necessary by the Company including in order to remain consistent with Barclays remuneration policy (as amended from time to time) or to comply with laws and regulations, including any regulations or guidance published by the Regulator from time to time.

12. Expenses

There may be occasions when you incur business expenses for instance, travelling to a training course or visiting another business location for a meeting. Any expenses must be pre-approved and claimed promptly and will be reimbursed to you in line with our procedures, a copy of which can be found on your intranet.

The Company at its sole discretion may bear certain expenses on your training, learning and developmental needs, subject to your acceptance of the terms and obligations as would be mentioned in the agreement ("Training Agreement") that may be executed with you.

As a consideration to the training expenses to be incurred by the Company, you may be asked to work with the Company for a certain period of time, post completion of the said trainings/ programs/courses, as the case may be and/or to compensate the Company by paying an agreed sum as liquidated damages. Your specific obligations will form part of the Training Agreement to be executed with you. For the execution of the Training Agreement, you may be asked to get a surety to undertake your obligations under the terms of the Training Agreement.

Unless otherwise agreed in the Training Agreement, any breach of the terms of the said Training Agreement, will be considered as the breach of the terms of this Letter.

13. Attendance at work

- 13.1 Your Summary of Key Terms will provide you with details of the particular working pattern that applies to you, and any specific arrangements that may apply regarding changes to this pattern. If you work full time, or for 8 hours or more on a given day, your normal working hours would additionally include up to a daily one hour break.
- 13.2 From time to time, the Company may need to vary your hours, days and times of work if this is necessary to accommodate the needs of the business or the absence of your colleagues. Should the Company need to vary your working hours, you will be given reasonable notice of any such changes.

14. Sickness Leave

- 14.1 If you are unable to work through ill health or injury you will be entitled to sick leave in accordance with the policy on Leave and Holidays, which can be found in the Company's Intranet. The Company reserves the right to only approve sick leave of more than two consecutive workdays if certified by a medical practitioner of the Company's choice, and you hereby confirm that you co-operate with such an examination and to authorise the full disclosure of any resulting report to Barclays.
- 14.2 The payment of salary and any allowances during periods of sickness will be subject to as prescribed under the applicable laws and you following the requirements regarding notification and certification of absence as set out in this Employment Letter, on your intranet and the Company being satisfied that you are unable to work due to illness or injury.

15. Other absences from work

Approval should be obtained in advance from your line manager for absence during working hours. If unexpected circumstances mean that this is not possible, you should inform your line manager as soon as possible. Absence without approval and / or explanation will be dealt with under the disciplinary procedure which could result in disciplinary action being taken against you by the Company and which may result in the termination of your employment.

16. Amendments to terms and conditions of employment

- 16.1 The Company reserves the right to review, revise, amend, replace or withdraw the contents of these Terms and introduce new policies, practices, guidelines and procedures from time to time to reflect the changing needs of the business or any changes in legislation or regulation from time to time.
- 16.2 For the avoidance of doubt, where the Company retains a discretion under these Terms (including but not limited to the discretion to make incentive award(s) to you, any matters considered in the decision whether to make such an award and the value, form, conditions and timing of delivery of any such award(s)) such discretion cannot be limited or fettered in any way other than by consent between you and the Company which is documented formally in writing on the Company's headed paper by an authorised member of the Human Resources Department.

17. Allocation of duties and transfer within the Barclays Group

You confirm that the Company will be entitled at any time and with [prior notice (where required by applicable law) to: (i) assign you to carry out such projects and/or duties commensurate with your abilities as it will in its absolute discretion determine; and/or (ii) assign you on a temporary or permanent basis to undertake additional duties and/or different duties commensurate with your abilities within any part or parts of the Barclays Group as it will in its absolute discretion determine; and/or (iii) second you on a temporary or permanent basis to work for any company in the Barclays Group or to a third party and/or (iv) transfer your employment and its rights and obligations to another company in the Barclays Group.

18. Leaving Barclays

- 18.1 Subject to paragraph 2 of these Detailed Terms and Conditions the Company and you may each terminate this Employment Letter in accordance with the "Notice" paragraph set out in your Summary of Key Terms. In addition:
- (a) either you or the Company may terminate your employment by giving one month's written notice (or, if greater, the minimum notice according to local applicable law) during any probationary period that may apply to you as set out in your Summary of Key Terms;
- (b) your employment shall be conditional on your ability to start work on the agreed Start Date. If you are unable to do so, you will have no entitlement to receive any payment or other benefit whatsoever from the Company or the Barclays Group;

(c) your employment may also be terminated by the Company without notice or pay in lieu of notice if you commit an act of gross misconduct (as may be defined under applicable Company policy from time to time which may include failure to comply with any policies and/or procedures including those referred to in the Detailed Terms and Conditions, lack of competence, serious breach of the Terms including improper or unethical behaviour;

(d) Your contractual and normal retirement age is 60 years. On the day you attain that age, your employment shall end automatically without any need for either party to serve written notice; and

(e) the Company may (without notice, pay in lieu of notice or incurring any obligation to pay compensation) immediately terminate your employment if you:

- i. are convicted of any criminal offence (other than a minor offence which, in the opinion of the Company, does not affect your position as an employee of the Company); or
- ii. are guilty of any act of dishonesty or gross or serious misconduct or any conduct which brings or is intended to bring any member of the Barclays Group or yourself into disrepute or may damage the business or affairs of the Barclays Group; or
- iii. have been found by the Company to have materially or repeatedly breached or have not complied with the terms of this Employment Letter (or otherwise fail or refuse to carry out the duties assigned to you); or
- iv. have breached or otherwise failed the Barclays Group sanctions screening policy or process; or
- v. cease to hold or fail to obtain any regulatory approvals or consents which are required for the effective discharge by you of any duties assigned to you under this Employment Letter; or
- vi. materially breach the rules of the Regulator; or
- vii. breach any Barclays Group rules on anti-bribery or anti-corruption;
- viii. don't obtain or maintain the accreditation(s) or qualifications that you are required to have (in the Company's opinion, or according to relevant regulators or professional bodies) to be able to work in your job profile
- ix. be repeatedly absent without leave or absent without leave for a period exceeding 14 days.

This sub paragraph is not exhaustive and does not restrict any other right which the Company may have (whether at common law or otherwise) to terminate your employment summarily.

- 18.2 You shall be liable to pay the Damages to the Company, in case you fail to serve the requisite notice as mentioned in the Summary of Key Terms. These Damages shall be in addition to the payment of salary in lieu of notice period. In respect of the Damages, the Company reserves the right to set-off against/ write off as amount payable/ withhold from the salary and/or any allowances. Further, you shall not be relieved from your contractual notice period, unless expressly relieved in writing.
- 18.3 The termination of your employment will not affect any terms of this Employment Letter which are intended to operate after the termination date, including the paragraphs relating to Intellectual Property, Confidentiality and Post Termination Restrictions.
- 18.4 On termination of your employment, irrespective of the reason, or at any other time when asked by the Company, you will:
- (a) immediately return to the Company all vehicles, equipment and documents, whether electronic or otherwise, and any other property (of any kind) (security pass, business cards, etc) relating to the business of or belonging to the Barclays Group, together with all copies of any such documents that you have in your possession or under your control;
 - (b) irretrievably delete any information relating to the business of the Company or the Barclays Group stored on any computer or storage device and all information derived from the same in your possession or control and held outside of any Barclays Group premises;
 - (c) resign with immediate effect from any offices or appointments you hold within or connected to the Barclays Group; and
 - (d) confirm in writing that you have complied fully with the terms of this paragraph and provide evidence of compliance as the Company may request.

19. Payment in lieu of notice

- 19.1 The Company reserves the right in its sole and absolute discretion to terminate your employment and your terms with immediate effect (whether or not notice has been given by either party) by giving notice in writing to you of its intention to make a payment in lieu of notice and, if it does so, the Company shall make you a payment in lieu of notice, equal to the salary which you would have been entitled to receive if you had worked during your Notice Period or, if your Notice Period has started, the unexpired portion (the "Payment in Lieu"). Where the Company elects to make a Payment in Lieu of some or all of your Notice Period, your employment shall terminate on the date specified by the Company, regardless of when the Payment in Lieu is paid
- 19.2 Any Payment in Lieu will be paid less tax and any applicable withholdings. You will not be entitled to receive any payment in respect of holiday entitlement that would have accrued during the period for which the Payment in Lieu is made.
- 19.3 Any Payment in Lieu may be paid by the Company in accordance with the Company policies and subject to the applicable laws. Any Payment in Lieu may at the Company's discretion be paid as a lump sum within one month of the Termination Date or in equal monthly instalments from the date on which notice is served until what would have been the end of the Notice Period provided always that if after exercising its discretion to make a Payment in Lieu the Company becomes aware of any grounds that would permit it to summarily terminate your employment any payments due under this clause 19.3 will cease to be payable and the net value of any Payment in Lieu that has been received by you shall be repaid as a debt to the Company within 30 days of the Company notifying you of this repayment obligation.

20. Garden leave and suspension

20.1 The Company may suspend you at any time from the performance of all or any of your duties:

- (a) for the whole or any part of any applicable Notice Period; or
- (b) for such periods and on such terms as is necessary to allow any investigation to take place (including, but not limited to an investigation by a regulatory authority or an investigation under the Company's disciplinary procedure).

20.2 During any period of suspension, the Company will be under no obligation to provide work for or assign any duties to you and may require you not to attend any premises of any member of the Barclays Group (other than as a customer) and may require you to:

- (a) not speak to, contact or otherwise communicate with or engage with any director, consultant, agent, contractor or employee of any member of the Barclays Group other than to carry out your personal banking, or any person, firm or company who, at the date of such suspension or exclusion is a client or customer of any member of the Barclays Group unless they are members of your immediate family;
- (b) at any time to carry out such special projects or duties commensurate with your abilities as the Company shall in its absolute discretion determine;
- (c) meet with representatives from the Company in order to facilitate a handover of work and provide assistance with ongoing business activity; and
- (d) take any holiday which you have accrued.

20.3 During any period of suspension:

- (a) your employment with the Company and this Employment Letter will continue and you will continue to be bound by your obligations under it (except as expressly set out in this paragraph) including, but not limited to, your obligations of confidentiality, good faith and fidelity to the Company; and
- (b) you shall continue to receive your basic salary and all contractual benefits in the usual way.

21. Post termination restrictions

21.1 You confirm to the Company (for itself and as trustee and agent for each member of the Barclays Group) that you will not, whether directly or indirectly, on your own behalf or on behalf of or in conjunction with any other person, firm, company or other entity:

(a) for a period of 6 months (if you are an MD, Director, or VP or equivalent grade) or 3 months (if you are an AVP or below or equivalent grade) from the Termination Date approach, solicit or deal with any person, firm, company or other entity who is or was a customer, client or supplier of the Company or the Barclays Group and with whom you had material dealings in the course of your employment with the Company or in respect of whom you were aware of material and confidential information, in both cases within the 12 month period immediately prior to the Termination Date. Nothing in this paragraph will prohibit you from seeking or doing business which is not in direct or indirect competition with the business of the Barclays Group; and

(b) for a period of 6 months (if you are an MD, Director, or VP or equivalent grade) or 3 months (if you are an AVP or below or equivalent grade) from the Termination Date solicit or entice away or attempt to solicit or entice away or employ or engage any director, officer or employee of executive status in the Barclays Group with whom you had material dealings within the 12 months period immediately prior to the Termination Date. For the purposes of this paragraph "employee of executive status" will include without limitation any employee of the Barclays Group with a corporate grading Managing Director, Director, Vice President (or equivalent grades, or anything which replaces these grades) and any employees of the Barclays Group with a lower corporate grading where in the 12 months prior to the Termination Date, you have had line manager responsibilities in relation to that employee or they have had line manager responsibilities or have been engaged in work or projects which in the Company's reasonable opinion are key to its business and / or mean that they are in possession of material and confidential information relating to the Barclays Group.

21.2 Each of the restrictions contained in this paragraph are considered by the parties to be reasonable in all the circumstances as at the date of this Employment Letter. However, the parties acknowledge that if any one or more of such restrictions will be judged to be void as going beyond what is reasonable in all the circumstances for the protection of the interests of the Barclays Group, but would be enforceable if words were deleted or one or more of the duration, range of activities and area covered were reduced in scope, the restrictions will be deemed to apply with such modifications as may be necessary to make them valid and effective. Any such modification will not affect the validity of any other restriction contained in this Employment Letter and it is confirmed that each restriction in this paragraph will be construed as separate and individual restrictions.

21.3 You confirm that if, during either your employment with the Company or the period of the restrictions set out in this paragraph you receive an offer of employment or engagement, you will provide a copy of these restrictions to the offeror as soon as reasonably practicable after receiving the offer.

22. Further terms

22.1 No omission to exercise or delay in exercising any right, power or remedy of the Company under this Employment Letter will constitute a waiver of that right, power or remedy.

22.2 During your employment:

(a) the Company may at its discretion require that you undergo screening, including for criminal record, sanctions list and/or credit reference checks from time to time. It is anticipated that any such screening would only be undertaken if required for regulatory purposes or in order to comply with the minimum standards for the role you are undertaking; and

(b) you should advise the Company should any of the circumstances as set out in paragraph 18.1(e) of this Employment Letter arise or be brought against you.

22.3 You acknowledge that in entering into these Terms you have not relied on any representation or undertaking by the Company whether oral or in writing, except as expressly incorporated into this Employment Letter.

22.4 You consent to the Company monitoring your use of all Company resources and its communication and electronic equipment (including without limitation the telephone, internet, blackberry, software applications and email systems) and information stored on the Company's computer equipment, as described in your local acceptable use policy in accordance with the Barclays Group procedure and / or guidance on electronic communications. A copy of the policy that applies to you can be found on your intranet.

22.5 You understand that you may, during your employment, be granted awards under the terms of one or more of the Company's long term incentive plans or any incentive or bonus plan operated by the Barclays Group. If, on termination of your employment, you lose any of the rights or benefits under any such plans you will not be entitled, by way of compensation for loss of office or otherwise, to any compensation for the loss of any rights under any such plans.

22.6 If your employment is terminated at any time by reason of any reconstruction or amalgamation of the Company or any Barclays Group company, whether by winding up or otherwise, and you are offered employment with any concern or undertaking involved in or resulting from the reconstruction or amalgamation on terms which (considered in their entirety) are

no less favourable to any material extent than the terms of this Employment Letter, you shall have no claim against the Company or any such undertaking arising out of or connected with the termination.

23. Certifications

23.1 You confirm and certify that:

- (a) you are not precluded or restricted by any term of any agreement, undertaking or court order or any obligation to any third party from entering into this Employment Letter or undertaking or properly performing any of the duties of your employment with the Company;
- (b) you will notify the Company of any change in circumstances around the termination of your employment with your previous employer between the date of this Employment Letter and the Start Date;
- (c) you are not currently, and have never been, the subject of an investigation by any company or body into suspected bribery or corruption activity where either: (i) the investigation was concluded and your conduct found to amount to misconduct; or (ii) where the investigation was on-going and did not reach a conclusion because your employment (or engagement) with that company or body was terminated during the investigation (whether by mutual consent or by voluntary termination or otherwise);
- (d) you are not currently, and have never been, the subject of an investigation into suspected criminal activity involving elements of dishonesty (including theft or fraud) or anti-competitive behaviour; and
- (e) you will not during your employment at the Company breach any third party's rights in respect of confidential information and/or intellectual property.

23.2 Any breach of these certifications will entitle Barclays to immediately terminate your employment.

24. Governing law

Your Terms are governed in accordance with the laws of the state of your normal place of work, or Mumbai if you work in Corporate Banking, Investment Banking or Wealth and Investment Management. The parties irrevocably submit to the exclusive jurisdiction of the competent courts of the state of your normal place of work, or Mumbai if you work in Corporate Banking, Investment Banking or Wealth and Investment Management in relation to any legal action or proceedings that arise out of or in connection with this Employment Letter.

25. Key policies, procedures and practices

- 25.1 During your employment with the Company (and where applicable after your employment has terminated) you must comply with all of the Company's policies and procedures and any legal and/or statutory and/or regulatory obligations, including (but not limited to) Barclays Group policies and procedures on, and any other obligations relating to, anti-bribery and corruption. Failure to do so may result in disciplinary action being taken against you.
- 25.2 You should familiarise yourself with all policies and procedures that apply to your grade and business area as set out on your intranet. The Code of Conduct and the policies, guidelines and procedures on the following issues are particularly important (although this is not intended as a comprehensive list):
- Any applicable Employee Handbook
 - Anti Bribery and Corruption
 - Regulator's Business Principles
 - Disclosure obligations
 - Data protection, confidential information and Chinese walls
 - Equality and Diversity
 - Managing people, including on various types of leave and our disciplinary and grievance policies
 - Bullying, Harassment and Discrimination policy
 - Prevention of Sexual Harassment at the Workplace
 - Dress at Work
 - Electronic and other forms of communication
 - Personal account and share dealing
 - Conflicts of interest and outside business interests and affiliations
 - Market conduct
 - Gifts and Entertainment
 - Health and Safety

- Whistleblowing or Raising Concerns
- Substance Abuse

25.3 Unless otherwise stated, these policies, guidelines and procedures do not form part of this Employment Letter.

25.4 The disciplinary and grievance rules and procedures which are applicable to your employment are set out on your intranet. These rules and procedures do not form part of this Employment Letter. If you wish to appeal against a disciplinary decision you should apply in writing to your line manager or HR contact in accordance with the Company's disciplinary procedure. If you wish to raise a grievance please apply in writing to your line manager or HR contact in accordance with the Company's grievance procedure.

APPENDIX 1

Definitions and interpretation

In the Detailed Terms and Conditions, the following terms have the following meanings:

"**Barclays**" means Barclays PLC.

"**Barclays Group**" means Barclays, the Company, and any company which is from time to time:

- (a) a holding company (as defined by Section 1159 of the Companies Act 2006) of Barclays
- (b) a subsidiary (as defined by Section 1159 of the Companies Act 2006) of Barclays or of its holding company;
- (c) a company over which Barclays has control within the meaning of Section 1124 of the Corporation Tax Act 2010; or
- (d) a subsidiary undertaking (as defined by Section 1162 of the Companies Act 2006) of Barclays;

and "**Barclays Group company**" will be interpreted accordingly.

"**Company**" means your employing entity within the Barclays Group.

"**Damages**" shall mean loss and damage suffered by the Company on account of unauthorized termination of the Employment Letter in breach of the provisions mentioned herein.

"**FCA**" means the UK's Financial Conduct Authority, or any successor or applicable regulatory authority.

"**Notice Period**" means the notice period as set out in your Summary of Key Terms.

"**PRA**" means UK's Prudential Regulation Authority, or any successor or applicable regulatory authority.

"**Regulator**" means the FCA and / or the PRA, and/or RBI and/or SEBI as may be applicable, or any successor or applicable regulatory authority.

"**Risk and/or Compliance requirements**" means a control or regulatory issue of business unit significance that is identified by the Company in its absolute discretion.

"**RBI**" means the Reserve Bank of India or any successor or applicable regulatory authority.

"**SEBI**" means the Securities Exchange Board of India or any successor or applicable regulatory authority.

"**Share**" means an ordinary share in Barclays PLC.

"**Start Date**" means the start date as set out in your Summary of Key Terms.

"**Termination Date**" means the date on which your employment terminates.

Some capitalised terms in the Detailed Terms and Conditions are as defined in your Summary of Key Terms and any applicable Schedules unless stated otherwise. References to any statute or legislation will include any modification, re-enactment or extension of that legislation.

Shashank Mothkuru

160119233121

CSE-III



INTERNSHIP OFFER LETTER

Date: 27/02/2023

Place: Hyderabad

Shashank Mothkuru, S/O: Mothkuru Ram Mohan Rao, H.No: 6-3-598/9, Venkata Ramana Colony, Khairatabad, Hyderabad, Telangana-500004.

Dear **Mr. Shashank Mothkuru,**

It is our pleasure to offer you an internship-training as a project intern in the Department of **A2A** at **Brane Services Private Limited**, Hyderabad. This appointment will begin on **1st March 2023** with an internship stipend of **INR 30000/-** 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 August 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 **A2A**.

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



**VLOGS FOOD COMPANY PRIVATE LIMITED
HYDERABAD**

TO WHOM SO EVER IT MAY CONCERN

14th August 2023
Hyderabad

It is to certify that Mr. Jangala Sree Sai Chaitanyanand is the employer of VLOGS Food Company Pvt.Ltd. (Yummy Bee - Hyderabad) as a 'Associate Marketing Manager' in Marketing from 14th August 2023 till date.

He is Hardworking, Honest, and Dedicated Employee.

With Regards,

HR, Vlogs Food Private Limited.

*This is computer-generated document and it doesn't require signature .

J.S.S. Chaitanyanand

CSE-3

160119733172

DBS Final Select List

Shruthi SINGH_AGS <shruthisingh@dbs.com>

Wed, Nov 23, 2022 at 10:53 AM

To: Placements HEAD <placements@cbit.ac.in>

Cc: "ugs19020_cse.varsha@cbit.org.in" <ugs19020_cse.varsha@cbit.org.in>, Shantomona BHARADWAJ <shantomona@dbs.com>, Reshma DIRISALA_AGS <reshmadirisala@dbs.com>

Dear NLN Reddy Sir,

We are glad to confirm on the selected candidates for whom the full time with DBS opportunity is confirmed.

We shall roll out the offer in mid-December and looking for 100% offer to joiner ratio.

Name	Gender	Email	Institute	Phone Number
jyothi swaroopa	Female	jinka.jyothiswaroopa@gmail.com	Chaitanya Bharathi Institute of Technology	919390452175
ankitha.vankudothu	Female	ankitha.vankudothu@gmail.com	Chaitanya Bharathi Institute of Technology	919100184397
Anjila Gurala	Female	anjila.gurala@gmail.com	Chaitanya Bharathi Institute of Technology	917032619019
Sharvani G	Female	sharvanireddy219@gmail.com	Chaitanya Bharathi Institute of Technology	917095419656
Shriya Dornala	Female	dornalashriya@gmail.com	Chaitanya Bharathi Institute of Technology	918688644933
Sreeja Kumari Pallela	Female	sreejakumari2002@gmail.com	Chaitanya Bharathi Institute of Technology	917386075857
Srija Kotha	Female	srijakotha.24@gmail.com	Chaitanya Bharathi Institute of Technology	919177600981
Rishitha	Female	rishithaerukulla@gmail.com	Chaitanya Bharathi Institute of Technology	917337328172
Jahnvi Sidda	Female	ugs19132_it.jahnvi@cbit.ac.in	Chaitanya Bharathi Institute of Technology	919392808544
Dileep Thoutam	Male	thoutamdileep@gmail.com	Chaitanya Bharathi Institute of Technology	919701803366
Sai Srinivas Anantha	Male	saisrinivasanantha@gmail.com	Chaitanya Bharathi Institute of Technology	919666282879
Vivek Reddy	Male	pokalavivekreddy9@gmail.com	Chaitanya Bharathi Institute of Technology	919553901644
Lakshman Gunda	Male	gundalakshman4@gmail.com	Chaitanya Bharathi Institute of Technology	917331113317

For the remaining shortlisted candidates who are yet to be confirmed, an update can be expected in the 2nd week of December.

Name	Gender	Email	Institute	Phone Number
Nithin Thangallapelly	Male	ugs19102_it.nithin@cbit.ac.in	Chaitanya Bharathi Institute of Technology	919989116367
Merla Jaswanth	Male	jaswanthmerla2002@gmail.com	Chaitanya Bharathi Institute of Technology	919398751803

Vishnu Vardhan Chunchu	Male	chunchuvishnuvardhan@gmail.com	Chaitanya Bharathi Institute of Technology	919347989220
Manideep udumula	Male	udumulamanideep158@gmail.com	Chaitanya Bharathi Institute of Technology	919553601482
kandhuri.srihari	Male	kandhuri.srihari@gmail.com	Chaitanya Bharathi Institute of Technology	918688059540
Suhas Vangala	Male	vsuhas118@gmail.com	Chaitanya Bharathi Institute of Technology	916309436567
Kottakki Veera Venkata Uday Kiran	Male	udaykiran.k5858@gmail.com	Chaitanya Bharathi Institute of Technology	919390318224
Lavudya Manoj	Male	manojlavudya3@gmail.com	Chaitanya Bharathi Institute of Technology	919390834250
Naidu Sudheer	Male	sudheerchowdary676@gmail.com	Chaitanya Bharathi Institute of Technology	918688389731
Mahesh Banoth	Male	banothmahesh789@gmail.com	Chaitanya Bharathi Institute of Technology	919390256094
Shashank Mothkuru	Male	rnshashank2403@gmail.com	Chaitanya Bharathi Institute of Technology	919030227878
Karan Singh	Male	9karansinghrajput@gmail.com	Chaitanya Bharathi Institute of Technology	918639668891
Kothapally Harish	Male	kothapallyharish2001@gmail.com	Chaitanya Bharathi Institute of Technology	916302303318
Ashruth Reddy	Male	ashruthreddy.gangula@yahoo.com	Chaitanya Bharathi Institute of Technology	919347433838
Padigela Nithin Kumar	Male	nithinpadigela2001@gmail.com	Chaitanya Bharathi Institute of Technology	917287035691
DILLIKAR SHRUTHI	Female	ugs19310_it.dillikar@cbit.ac.in	Chaitanya Bharathi Institute of Technology	916309347081
Gyanaji Aravind Reddy	Male	gyanajiaravindreddy@gmail.com	Chaitanya Bharathi Institute of Technology	919705879206
Thota Sai Chetan	Male	t.saichetanpatel@gmail.com	Chaitanya Bharathi Institute of Technology	919959971983
Garigaboina Revanth Sai	Male	revanthgarigaboina@gmail.com	Chaitanya Bharathi Institute of Technology	919014552618
Ashok Nalla	Male	ashoknalla99@gmail.com	Chaitanya Bharathi Institute of Technology	919182864354
rohithanugula31	Male	rohithanugula31@gmail.com	Chaitanya Bharathi Institute of Technology	918886161081
BHUTHAM MADHU	Male	madhubhutham09@gmail.com	Chaitanya Bharathi Institute of Technology	916303610293
Vanga Bhagathkumar	Male	bhagathvanga5932@gmail.com	Chaitanya Bharathi Institute of Technology	919391095932

Shruthi singh

Talent Acquisition Group

Email: shruthisingh@dbs.com

DBS Tech India | Hyderabad

DBS. Live more, Bank less



CONFIDENTIAL NOTE:

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Barclays Global Service Centre Private Limited
DLF IT Park, Level 8, Building 9A and B
Nandambakkam Post, Ramapuram,
Mount Poonamallee Road, Manapakkam, Chennai
Tamil Nadu
600089
India
Phone: +91 2261752000

2 May 2023

Tarun Rayilla
Flat No 103, RV Residency, Ram Gopal enclave,
Old Bowenpally, secunderabad
Hyderabad

Dear Tarun,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accepted the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Head - HR Operations and Payroll

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together comprise your Employment Letter.

Name	Tarun Rayilla
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Graduate (Developer), BA3 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	24 July 2023, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.
	<p>In addition to the terms set out elsewhere in the Agreement, this offer of employment is contingent upon successful completion of your current degree prior to your anticipated start date. Successful completion of your degree means that it is completed within the specified timelines highlighted in your application and that your final degree classification matches or exceeds the predicted results stated in your application to Barclays. It is your responsibility to inform our recruitment team immediately, if you suspect that your grades will be lower than those predicted. Your start date for the purposes of continuous employment is as set out above</p>
Working Hours	<p>Your hours of work will be an average of 40 per week. Rest intervals and breaks are separate from the 40 hours of work.</p> <p>The Company is operational 24 hours a day, 365 days a year, so depending on your business function, your working days and hours may involve day and night shifts, and working on weekends/weekly offs and holidays, as permitted under applicable laws. Your manager will inform you if you are required to work in a different shift</p> <p>You will devote sufficient time to your duties. Subject to applicable laws, you may be required to work such additional hours as are required for the proper performance of your duties as per any applicable Company policy, which may require that you attend the office, or be available to fulfil your function, outside normal hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.</p>
Initial Place of Work	<p>You will initially be based in DLF IT Park, Level 8, Building 9A and B, 1/124, Shivaji Gardens, Moonlight Stop, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Manapakkam, Chennai, Tamil Nadu 600089, India.</p> <p>However, your place of work will be determined in line with the requirements of the scheme at Barclays' sole discretion. It is a condition of your employment that you agree that you may be required to work or travel to any branch or office (in India or overseas). Where you are required to work outside of India, additional terms and conditions may apply to your employment, which will be provided at the relevant time.</p>
Probationary Period	Your employment is subject to a probationary period of 6 months, or such additional period as the company may in its discretion consider necessary.

Salary

Components	In INR Per Annum
Basic salary	462,000.00
House Rent Allowance	231,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	462,000.00
Annual Salary	1,155,000.00
Provident Fund (Employer's Contribution)	55,440.00
Gratuity (per Company policy)	22,212.00
Total Fixed Pay	1,232,652.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the 24th (or the prior working day if the 24th is not a working day) of each month. The estimated CTC above does not create any contractual right to any such payment.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Other Payments

The Company agrees to pay you a one-off non-pensionable scholarship and bursary payment of Rs.100,000.00 (the "Scholarship and Bursary Payment") in recognition of your studying costs. The Scholarship and Bursary Payment will be paid within 90 days from your date of joining Barclays. The payment will be made subject to applicable tax and / or other withholdings or deductions as required by law or regulation.

As agreed by you, this Scholarship and Bursary Payment will be subject to your compliance with the following requirements:

You will be required to repay the Scholarship and Bursary Payment net of any taxes or other deductions or withholdings as required by law or regulation within 30 days of any of the following occurring:

- you have terminated your employment voluntarily (or have given the Company notice to terminate your employment) within 12 months of your start date; or
- you are dismissed for gross misconduct or fundamental breach of contract or for a serious breach of the Risk and /or Compliance requirements of the Barclays Group (or you have been given notice to terminate your employment for these reasons) within 12 months of your start date; or
- you fail to satisfy the pre-employment conditions of as set out in this Agreement or as otherwise determined by the Company.

The Company may adjust this repayment amount from any amount payable to you by any Barclays Group company. The Scholarship and Bursary Payment should not be interpreted as giving rise to any right to or legitimate expectation of any other award, nor is it any assurance as to the level of any award which may be made to you in future, which will be at the Company's discretion.

You were also given an opportunity to join your employment without the Scholarship and Bursary Payment and therefore your liability to repay the amount, as has been mentioned above, in no case to be considered as a deterrent to restrict your employment for a specific term.

Qualifications/
Examinations

It is a condition of your employment and continued employment with the Company that you successfully complete any professional qualification and/or examination as may be required and notified to you by the Company from time to time, including without limitation any qualifications or

examinations required by the Regulator. You will be expected to pass all exams within a predetermined period and/or within one or more sittings, which shall be set out in the Company policy.

Subject to the terms set out below and the Company policy, the Company will be responsible for the cost of any first attempts at any such qualification with our preferred provider, including study books and associated examination fees. You should refer to the Company policy for details.

If you do not pass any exam or obtain a qualification within the period specified or within the relevant number of attempts (which may in some cases only be one) the Company reserves the right to terminate your employment

In the event that your employment is terminated for gross misconduct, or if you resign from the Company or otherwise terminate your employment or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company, you will be required (except where a qualification or examination is required by the Regulator) to repay to the Company the following sums in full within 30 days:

- 100% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment at any time during your course of study, or within six months of completing your course of study, or if you fail to join the Company for any reason and / or you fail to satisfy the pre-conditions of employment as set out in this Agreement or as otherwise determined by the Company; or
- 50% of all fees and costs paid for by the Company in respect of any course of study if your employment is terminated for gross misconduct or you resign or otherwise terminate your employment within six twelve months of completing your course of study

Any such sums owed by you to the Company will be deducted from any sums due to you from the Company or, if such a deduction is not made, will be deemed to be due as a debt from you to the Company.

Discretionary Incentive Award

You may be eligible to be considered for a discretionary incentive award on an annual basis, at the absolute discretion of the Company and subject to you being eligible at the relevant time. Normally, awards are made in the first quarter, in respect of the previous financial year.

Statutory and Other Benefits

You will be eligible for various statutory benefits in accordance with the relevant laws. You will also be eligible to participate in the Company's benefits scheme, details of which are set out in the attached flyer which does not form part of your contract or have any contractual effect.

Any benefits are subject to the relevant policies/plans from time to time in force. The Company reserves the right to change the benefits or policies/plans from time to time.

If the Company pays or reimburses any expense on your joining the Company towards your relocation from your current place of stay to your place of posting as agreed between the Company and you, if your employment ends less than one year after the Start Date you confirm that you will pay to the Company (or alternatively Company may set-off against/ write off) any amount paid or reimbursed in respect of such relocation from the amount payable to you.

Annual Leave

You are entitled to avail annual leave which includes privilege leave, casual leave and sick leave entitlement in accordance with the applicable laws in the state of your Place of Work. Further details are included in the Detailed Terms and Conditions and on your intranet.

Notice Period

Either you or the Company may terminate your employment by giving two months written notice, however, the Company may terminate your employment with immediate effect in accordance with applicable Company policies.

Any reduction/ waiver to notice period shall be at the sole discretion of the Company. Company may adjust balance of annual leaves, while granting such reduction/ waiver.

Further information on Notice is included in the Detailed Terms and Conditions.

Overtime

Employees who are eligible under applicable laws to be paid Overtime for work beyond normal working hours, will be paid for the same in accordance to the applicable State laws at your Place of Work.

Further details in regard to Overtime are included within the Additional Time Guidelines available on the company's Intranet.

Data Privacy

The Company processes employee information for legal, regulatory, administrative and other purposes related to your employment and the conduct of the business of the Barclays Group (the "Agreed Purposes"). Processing includes obtaining, holding, editing, destroying and disclosing employee information to any Barclays Group company and its employees and/or any third parties (for example, insurers, pension scheme trustees, banks, auditors, consultants, lawyer/ law firm, business partners, suppliers and vendors engaged to provide products or services to the Company, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) for the Agreed Purposes ("Processing" or "Process").

For the Agreed Purposes, the Company may transfer employee information to any Barclays Group company and/or any third parties (for example, insurers, pension scheme trustees, banks, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) in order to Process employee information for the Agreed Purposes.

You confirm that you will provide your employee information to the Company and consent to the Processing of employee information for the Agreed Purposes. This may include transfers to recipients based in another country to your place of employment (either within or outside the European Economic Area) with different levels of protection of your personal data to india.

You confirm that the Company and/or any Barclays Group company may monitor and/or record your use of office equipment, for example, e-mail, internet (including chats and blogs), telephones and mobile telephones for the purposes of compliance with Company procedures and policies, maintenance, security and regulatory requirements or as permitted by law.

Aforesaid clause/ conditions shall apply to information relating to your family members/ relatives with respect to insurance policy, emergency contact details, etc., in accordance with prevailing Barclays'/ Company policy. It is your responsibility to inform such individuals that their data will be processed in this manner and to obtain their consent.

Confidentiality

It is important that you recognise that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company, the Barclays Group and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information and trade secrets and any stricter policy which applies to your role.

Post- Termination Restrictions

In protecting the interests of the Company, you must not, for a period of 3 months from the termination date of your employment:

- approach, solicit or deal with any person, firm, company or other entity who is or was a customer/supplier of Barclays Group and with whom you had material dealings within the 12 months period immediately prior to your termination.
- solicit or entice, or attempt to solicit or entice away or engage or employ any director, officer or employee in the Barclays Group

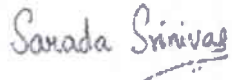
Full details of the restrictions you will be bound by are included in the Detailed Terms and Conditions.

Acceptance

In accepting the terms of this Employment Letter, you confirm that all information provided by you to us in connection with this offer of employment (including at interview) is true and not misleading. You further confirm that you will notify us of any change in that information between the date of this offer of employment and the Start Date and during the term of your employment with the Company, including any change in the information you provided during the pre-employment recruitment and screening process and any change in the circumstances of the termination of your employment with your current employer.

By accepting this offer, you accept that you are bound by the terms of this Employment Letter. This includes the Key Terms, any applicable Schedules and the enclosed Detailed Terms and Conditions. By accepting this offer, you further accept that you are bound by all applicable policies, guidelines, processes and procedures as amended from time to time and that you shall ensure that you acquaint yourself with the terms of all such policies, guidelines, processes and procedures. This Employment Letter set out the complete and exclusive terms and conditions between you and the Company and supersedes all proposals or prior agreements, oral or written and all other communications between the parties relating to the subject matter of these terms. In the event of any conflict between the Summary of Key Terms and any applicable Schedule and the Detailed Terms and Conditions, the Detailed Terms and Conditions will prevail. In addition, by accepting this offer you will be deemed to confirm that you have received, read, understood, accept and will comply with the requirements detailed in the Detailed Terms and Conditions.

Yours sincerely,



Sarada Srinivas
Head – HR Operations and Payroll
2 May 2023

I have read, understood and accept the terms of this Employment Letter (including the terms set out in any applicable Schedules and the Detailed Terms and Conditions section). I have been given an option not to accept these terms and thereby, not to join the Company and to seek appropriate Legal advice to understand interpretation of these terms.

Signature: _____

Date: _____

Taleo Number: 00283064
Contract Type: India Grad Offer Letter

Detailed Terms and Conditions

Introduction

About the Detailed Terms and Conditions:

The purpose of the Detailed Terms and Conditions is to provide you with the relevant information on what the Company and the Barclays Group expects from its employees.

The Detailed Terms and Conditions also set out a list of key practices, guidelines and processes that the Barclays Group has developed to reflect our values, purpose and behaviour and as part of our high performance culture and, in accordance with your contractual obligations, must be adhered to at all times. Further information and policies can be found on your own business unit intranet site.

It is important that we review our policies, practices, guidelines and processes to ensure that we stay at the leading edge, enabling us to be one of the most admired financial services companies in the world. From time to time, our policies and procedures do change and you must familiarise yourself with them on joining and periodically throughout your employment. References in the Detailed Terms and Conditions to a policy, practice, guideline and / or process generally are references to the relevant policy, practice, guideline and / or process in force at the relevant time.

These detailed terms and conditions also refer to the Barclays Values which must be adhered to at all times. The Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) are set out on your own business unit intranet site.

You should also refer to Appendix 1 which sets out definitions of the terms used in the Detailed Terms and Conditions.

Your Detailed Terms and Conditions of Employment

1. Introduction to this Section

This section sets out your detailed terms and conditions of employment and should be read alongside your enclosed Summary of Key Terms and any applicable Schedules. These documents form your employment terms with the Company and are referred to in this document as "Employment Letter". By signing the Employment Letter you confirm that you have read, understood and accept the terms set out in the Detailed Terms and Conditions.

2. Pre-employment and ongoing conditions

- 2.1 Your confirmation in the employment will be subject to successful completion of the Probationary Period as mentioned in the summary of terms or such additional period as the Company considers necessary in its absolute discretion. Your employment shall be deemed to be confirmed automatically unless communicated otherwise in writing.
- 2.2 You understand that the Company's offer of employment is made to you subject to and conditional on the completion of certain pre-employment procedures and processes. You certify that the information that you have provided in connection with completion of the procedures and otherwise in connection with this offer of employment (including at interview stage) is true and accurate both at the time it is given and on the Start Date. The Company reserves the right to carry out screening checks on all employees, and such procedures may include but are not limited to:
- (a) receipt of references and documentary proof that are satisfactory to the Company that you are legally entitled to reside and work in your country;
 - (b) completion of credit checks to the satisfaction of the Company;
 - (c) where criminal record checks are applicable to your role, completion of those checks to the satisfaction of the Company;
 - (d) if requested by the Company, a medical examination by the Company's medical advisers;
 - (e) where Regulator approval for your appointment is required and such approval is sought before your employment commences, such approval either (i) being obtained or (ii) not being withdrawn by the Company or a Barclays Group company following consultation with the Regulator; (iii) receipt of documentary proof that you hold the appropriate and relevant qualifications; and
 - (f) the Company receiving a signed copy of the Terms from you.
- 2.3 Whilst every effort will be made to complete all the checks and processes in the pre-employment procedures before your Start Date, this may not always be possible. In case you are employed prior to completion of the pre-employment procedure, the Company may terminate your employment at any time on minimum statutory notice if the check reports are not up to our satisfaction or the procedures are not completed within a reasonable period of time.
- 2.4 This offer of employment and your continued employment is also subject to your obtaining, holding and continuing to hold all applicable qualifications, licences and registrations as required by your role. Where Regulator approval for your role is required and such approval is sought after your employment commences, then your continued employment is conditional on such approval either: (i) being obtained; or (ii) not being withdrawn by the Company or a Barclays Group company following consultation with the Regulator (or other relevant regulatory body).
- 2.5 You shall be liable and responsible to inform and update your latest contact and address details, in the records of the Company, from time to time. Failure to comply may constitute gross negligence on your part.
- 2.6 You should not engage in any matter which would or could be anticipated to result in a conflict of interest between you and the Company.

- 2.7 This offer of employment and your continued employment is also subject to your successful completion of certain trainings (such as Communication & Culture and/or other process and policy trainings accreditations) that may be assigned to you by the Company from time to time. In case you remain absent for more than 2 days during these training programs or you become unable to qualify the trainings to the satisfaction of the Company, the Company shall have the sole discretion to take appropriate action including termination of your employment forthwith in accordance with provisions of Clause 18.1 (e) viii of the detailed terms and conditions of this Employment Letter. In case of your absence due to any personal emergency, your Line Manager shall on his/her sole discretion and upon evaluation of the reason of your absence, may recommend the Company to realign you for the next available training within a period of 30 days of your returning from absence. In case you are realigned for the next training as mentioned above, there may be possible change in process and/ or compensation on account of such realignment. If for any reason you do not agree to the realignment terms or no such realignment is possible within a period of 30 days of your returning from absence, the Company shall have the sole discretion to terminate your employment forthwith in accordance with provisions of Clause 18.1 (e) viii.

3. Place of Work and Mobility

Your place of work is as set out in your Summary of Key Terms. However you may need to travel to other locations and offices as reasonably required in the performance of your duties. You confirm that you will travel to such places (both inside and outside India) as the Company may reasonably require from time to time. Should the Company need to permanently change your place of work, you will be given reasonable notice of any such change (acceptable in e-mail/ letter format).

4. Duties

- 4.1 During your employment with the Company you confirm that you will:

- (a) act in a manner consistent with and which supports our values, purpose and behaviours and in particular the Barclays Values;
- (b) devote the whole of your working time and attention to the business of the Company and the Barclays Group;
- (c) diligently and faithfully perform such duties and exercise such powers and functions as may reasonably be assigned to you by the Company in relation to its business and that of the Barclays Group to the best of your ability and with integrity, due skill, care and diligence;
- (d) use your best efforts to promote and protect the interests of the Company and the Barclays Group and not do anything to harm those interests;
- (e) comply with all reasonable requests, instructions and regulations given by the Company and the Barclays Group and promptly provide such explanations, information and assistance as to your activities in the business of the Company and the Barclays Group as they may reasonably need;
- (f) neither engage in any activities which would detract from the proper performance of your duties under the terms of this Employment Letter, nor (without the prior written consent of the Company) in any capacity including as director, shareholder, principal, consultant, agent, partner or employee engage or be concerned or interested directly or indirectly in any other trade, business or occupation whatsoever provided always that such activities are in compliance with Barclays policies on outside or external business interests. This paragraph will not prevent you holding for investment purposes only, shares or securities which do not exceed three per cent (3%) in nominal value of the share capital or stock of any class of any company quoted on a recognised stock exchange;
- (g) not engage or be interested in any activities which place you in a position where your interests conflict improperly with those of the Barclays Group, its clients, customers or shareholders. Barclays recognises that, on occasion, a conflict of interest may arise which is unavoidable. In such circumstances you must make your line manager and local compliance control room or compliance contact aware of the issue immediately. You must not act in relation to the matter, without their written direction or approval; and
- (h) report any actual or proposed unlawful activity or behaviour affecting the Barclays Group by you or any other employee, officer, contractor of the Barclays Group or any other person to your manager (or, if they are potentially involved in such unlawful activity or behaviour, to your HR Business Partner or a member of your Compliance team) immediately on becoming aware of it.

5. Salary and allowances

Your salary will be paid on a monthly basis on or around the last working day of each month and is subject to applicable taxes, duties, cesses and other applicable withholdings. All tax liabilities arising out of your entire remuneration package, present or future, shall be borne by you. Your salary and any allowances will accrue on a daily basis and will be paid pro rata if you are employed for part of a month.

Your salary will be reviewed annually without commitment to increase. The Company may deduct from any payments to you any money owed by you to any Barclays Group company in accordance with the applicable laws.

Your acceptance to these terms shall confirm your consent to the Company making payment of your salary, compensation, award, incentive/ bonus etc. by way of credit to bank account with the bank of Company's choice or via such other mode as the Company may deem appropriate.

6. Discretionary incentive award

- 6.1 You may be eligible to be considered for a discretionary incentive award on an annual basis. The value, form, conditions of delivery and timing of any such awards are at the Company's discretion. This discretion includes the right to make the award or a proportion of the award in a form other than cash, including an award of Shares and to defer an element of an award under the terms of a Barclays Group incentive plan.
- 6.2 Any discretionary incentive award will only be made if, at that time, you are in employment and are not under notice (whether given or received) nor under suspension or investigation for a regulatory or disciplinary matter.
- 6.3 If you are subject to any investigation or disciplinary process at the time when communication, payment or making of any payment and/or award would otherwise occur, then the delivery of that payment and/or award will be suspended. If on conclusion of any investigation and/or disciplinary process, you are dismissed for gross misconduct or cause and / or have committed any serious breach of the Risk and / or Compliance requirements of the Barclays Group, then no payment and / or award will be made to you. If no disciplinary action (or disciplinary action short of dismissal) is taken against you, then a payment and / or award may be made to you after the conclusion of that process. However, the amount of any award and / or payment to which you are entitled may be reduced by the Company in its sole discretion. For the avoidance of doubt, any award and / or payment may be reduced to nil in such circumstances.
- 6.4 Notwithstanding paragraph 6.3, any unpaid or unvested award (or portion of an unpaid or unvested award) may be reduced (to nil if appropriate) at the Company's discretion and to the extent permitted by applicable laws. For the avoidance of doubt, the Company may exercise its discretion including as a result of:
- (a) Barclays PLC or any subsidiary's financial statements having been materially restated for the period for which the award was made other than restatement due to a change in accounting policy or to rectify a minor error; or
 - (b) Your actions having, in the reasonable opinion of the Remuneration Committee, following consultation with the Company:
 - i. deliberately misled the management of the Company, the market and/or Barclays PLC shareholders regarding the financial performance of Barclays PLC or of any subsidiary;
 - ii. caused harm to the reputation of the Barclays Group;
 - iii. amounted to misconduct; negligence, incompetence or poor performance ("misconduct", "negligence", "incompetence", and "poor performance" as determined by the Remuneration Committee acting in good faith, following consultation with the Company); or
 - (c) The Barclays Group or any of its subsidiaries, in the reasonable opinion of the Remuneration Committee, following consultation with the Risk Committee, has suffered a material failure of risk management.
- 6.5 Should the Company become aware that the amount of any award that has been paid or released to you was calculated on the basis of any false, incorrect or misstated information, then, the Company may, within one year of any such payment or release being made, request that you will repay as a debt to the Company the amount (or any part of the amount) as may be determined in the Company's sole discretion and to the extent permitted by applicable laws. You confirm that in the event a repayment obligation arises the Company is authorised to deduct the appropriate amount from your salary or any other

amounts due to you (including in instalments) as it determines in its discretion and to the extent permitted by applicable laws.

- 6.6 A payment of cash and / or a release of Shares or other instruments under an award will be subject to tax and other applicable withholdings, taxes, duties, cesses, deductions and will be subject to the rules of any applicable incentive plan.
- 6.7 Whether you are eligible to receive a discretionary incentive award, and if so, the amount shall be determined at the absolute discretion of the Company. You have no contractual right, whether express or implied, to receive an award at all, or an award of any particular amount, and the making of an award in any year does not give rise to any obligation on the Company to make an award in any future year. For the avoidance of doubt, your employment may be terminated by the Company at any time, for any reason, in accordance with clauses 18 or 19 of this Employment Letter and the exercise of that right to terminate is not limited or fettered by any term (express or implied).
- 6.8 Within Barclays, certain (usually senior) roles are designated as 'Material Risk Taker' ("MRT") roles. Where you are a MRT for any particular year you will be notified of this during or following the end of the relevant year. At any time during the seven year period from the date on which any variable remuneration is awarded to you in respect of a period for which you are a MRT (the "Relevant Variable Remuneration"), if Barclays determines that:

- (a) your actions or omissions have, in the reasonable opinion of Barclays amounted to misbehaviour or material error; and /or
- (b) Barclays or the relevant business unit has suffered a material failure of risk management, then, without prejudice to Barclays other remedies, Barclays may require that you repay an amount, not exceeding the value of the Relevant Variable Remuneration. The repayment shall be of such value as may be determined in Barclays discretion acting in good faith, to such Barclays Group Company and on such terms as Barclays may direct.

In respect of paragraph 6.8 (b) above, Barclays shall take into account your proximity to the applicable failure and your level of responsibility before any request for repayment is made. In respect of paragraphs (a) and (b) above, before any request for repayment is made, Barclays shall take into consideration whether you (i) have participated in, or were responsible for, conduct which resulted in significant losses to the Barclays Group or (ii) failed to meet appropriate standards of fitness and propriety.

For the avoidance of doubt, the whole or any part of the Relevant Variable Remuneration can be clawed back if Barclays makes its determination within seven years from the date that the Relevant Variable Remuneration was awarded to you even if an event falling within (a) or (b) above occurred prior to the date of award.

The determination of what constitutes "misbehaviour", "material error", "material failure of risk management", "significant losses" and "appropriate standards of fitness and propriety" shall be determined by Barclays acting in good faith.

You confirm that in the event Barclays makes a repayment determination, you shall repay the amount subject to that determination within the time period specified in the determination. You further confirm and provide authorisation for Barclays to deduct the appropriate repayment amount from your salary or any other amounts due to you, to the full extent permitted under local law, whether from Barclays or any other Barclays Group company.

You acknowledge that (in addition to its rights at clause 16 (Amendments to terms and conditions of employment) the terms of this clause 6.8 may be amended by Barclays to the extent deemed reasonably necessary in order to comply with law, regulations or guidance published by any regulatory authority or other relevant authority from time to time.

This clause shall apply in addition to the general right of repayment set out in clause 6.5 of the Employment Letter.

7. Statutory and Other Benefits

- 7.1 You will be eligible for various statutory benefits as mentioned in the Summary of Key terms and in accordance with the relevant laws.
- 7.2 The Company operates or may operate a benefits programme for its employees and your benefits are/will set out in full in the attached benefits brochure (except the statutory benefits mentioned above, these benefits do not form part of your contract of employment or have any contractual or other legal effect).
- 7.3 The Company has the right at its absolute discretion to amend or withdraw the benefits at any time and without any compensation or notice to you and / or replace any benefit with an alternative at its discretion.
- 7.4 Participation in any benefits scheme is subject to the rules of the relevant schemes, which may vary from time to time, and is subject to you satisfying any applicable requirements of the insurers or third party providers (where relevant). Your

participation may be excluded where, in Barclays opinion, cover can only be obtained on the basis that exceptional conditions or unusually high premiums are imposed or levied by the insurer or provider.

8. Annual Leave

- 8.1 Your annual leave entitlement is set out in the Summary of Key Terms. The Company's annual leave year currently runs from 1 January to the 31 December. The dates of the annual leave year may be changed. You are obliged to take all your annual leave entitlement in the relevant year, unless a policy/Handbook applicable to you states otherwise, in which case leave may only be carried over subject to and in accordance with those terms and applicable law. Your annual leave dates must be agreed in advance with your line manager. You will be allowed to carry your unutilised privileged leaves over to the next annual leave year, subject to the limit and restrictions as may be defined in the company policy and subject to the applicable laws. There is no provision of encashment of unutilised leave (including in case of termination of employment), except where such encashment is mandated by law applicable at the place of your employment at the relevant time.
- 8.2 If your employment begins during an annual leave year, your annual leave entitlement (plus any Bank or Public Holidays which fall during this period), will be calculated pro rata. During the probationary period you may only take such annual leave as has accrued in your favour up until the time of taking such leave. Any unutilised leave at the time of cessation of employment shall lapse and any payment to be made in lieu of the unutilised leave shall be at the sole discretion of Barclays unless mandated by the applicable law. If you have taken more leave than your accrued entitlement, you shall be required to repay to the Company an amount equivalent to any holiday taken in excess of your pro rata holiday entitlement, and the Company is authorised to deduct the appropriate amount from your final salary instalment or any other sum owed by the Company to you at the Termination Date.
- 8.3 In accordance with regulatory guidelines and the Company's policies, the Company may require you to go on a mandatory block leave.

9. Intellectual Property

- 9.1 For the purposes of this paragraph:

"Intellectual Property Rights" means (i) copyright and related rights, patents, know-how, confidential information, database rights, inventions and rights in trademarks and designs (whether registered or unregistered), (ii) applications for registration, and the right to apply for registration, for any of the same, and (iii) all other intellectual property rights and equivalent or similar forms of protection existing anywhere in the world;

"Invention" means any invention, idea, discovery, development, improvement or innovation made, whether or not patentable or capable of registration, and whether or not recorded in any medium; and

"Works" means all documents, materials, software, photographic or graphic works of any type, and other materials in any medium or format which are created or developed, or are in the process of being created or developed, or used (whether in final form or otherwise) by you or on your behalf or by the Company in the course of your employment with the Company or for the benefit of the Company and which are protected by, contain or relate to any Intellectual Property Rights.

- 9.2 You will promptly disclose and deliver up to the Company all and any Works conceived, or made by you during and in the course of your employment (whether conceived, or made during normal working hours, in your normal place of work, or in conjunction with others, or otherwise). You confirm that you will provide the Company with all originals and copies of all correspondence, documents and other materials in whatever medium or form relating to or concerning the Works and the Intellectual Property Rights they contain.
- 9.3 You confirm that you will only use the Works to perform your obligations under Employment Letter and that you will not make personal copies of any Works other than for the purposes of your employment with the Company.
- 9.4 It is understood that all Intellectual Property Rights created by you in the course of your employment shall be "work for hire". You acknowledge that you have, and will have at all times while you are employed by the Company, a special obligation to further the interests of the undertakings of the Company, and that all Works and Intellectual Property Rights in the Works will automatically, on creation, belong to and vest in the Company absolutely to the fullest extent provided by law.
- 9.5 To the extent that the Works and Intellectual Property Rights do not vest in the Company or the Barclays Group automatically, you will hold such Works and Intellectual Property Rights on trust for the benefit of the Company until the Works and Intellectual Property Rights vest absolutely in the Company.
- 9.6 You confirm that you will immediately, upon request and at the Company's expense, provide all such documents and assistance as may be necessary to vest the Works and Intellectual Property Rights in the Works in the Company, to enable

the Company to enjoy the full benefit of the Intellectual Property Rights, and to enable the Company to enforce its Intellectual Property Rights against third parties or defend claims brought against the Company in relation to any Intellectual Property Rights.

- 9.7 By signing Employment Letter you accept and confirm to assign to the Company or a member of the Barclays Group (as specified by the Company) all current and future Intellectual Property Rights in the Works and any other proprietary rights capable of assignment by way of present assignment of future rights for the full term of such rights. You confirm that such assignment shall be perpetual, worldwide and royalty free. You also confirm that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You acknowledge and confirm that you shall 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.
- 9.8 You unconditionally and irrevocably waive your moral rights in relation to existing and future Works, including your right to be identified as the author of the Works and not to have the Works subject to derogatory treatment. You acknowledge that, except as may be expressly provided by law, no further remuneration or compensation other than that provided for under Employment Letter is or may become due to you.
- 9.9 When this Employment Letter expires or terminates, for whatever reason, you will immediately deliver up to the Company all Works in your possession or under your control, and under no circumstances may any Works be retained by you except with the prior written consent of the Company.
- 9.10 Without prejudice to any specific legal rights which you may otherwise have, you acknowledge that no further remuneration or compensation other than that expressly provided for in this Employment Letter will become due to you in respect of your compliance with this Section 9.

10. Confidentiality

- 10.1 During your employment with the Company or at any time afterwards, you must not disclose to any person or make use of any Confidential Information or trade secrets that you have obtained in the course of your employment. This includes information that you have acquired in the course of your employment concerning the business or affairs of the Company and/or any other Barclays Group company or our customers or clients. You are required to use your best efforts to prevent the unauthorised publication or disclosure of any such Confidential information. Exceptions to this are the use of information for the proper performance of your duties under this Employment Letter, where the Company has given written consent or disclosure is required by law, where the information is already in or comes into the public domain (other than by your unauthorised disclosure).
- 10.2 During your employment or at any time afterwards, you must not make any copy or record (whether recorded in writing, on computer disc, electronically or otherwise) of any Confidential Information, unless this is required for the proper performance of your duties under this Employment Letter. Any such information belongs to the Barclays Group and must be returned by you either at any time during the course of your employment on the request of the Company and immediately on termination of your employment.
- 10.3 For the purposes of this Employment Letter, "Confidential Information" means information concerning the business, affairs, finance, clients or trade connections of the Company, any member of the Barclays Group, or any of its customers, clients, suppliers or agents. This includes but is not limited to:
- (a) commercially sensitive information or trade secrets;
 - (b) corporate and marketing strategy, business development plans, sales reports and research results;
 - (c) business methods and processes, technical information and know-how relating to the Barclays Group's business and which is not available to the public generally, including inventions, designs, programmes, techniques, database systems, formulae and ideas;
 - (d) business contacts, lists or details of clients and suppliers and details of contacts with them, their business or affairs, including client names and client contact details, financial and personal affairs, and trading history and methodology;
 - (e) information on employees and the terms and conditions of their employment, details of employee benefits, incentive schemes/plans, salary scales and/or current or anticipated trade union/employee disputes;

(f) information or details of any actual, potential or threatened litigation, legal action, claim, dispute or arbitration against or with any member of the Barclays Group or any current or former director, officer or employee of the Barclays Group in such capacity and any information in respect of provisions for any such action;

(g) budgets, management accounts, trading statements and other financial reports;

(h) unpublished price sensitive information relating to shares or securities listed or dealt in on any recognised stock exchange; and

(i) any other information which any member of the Barclays Group or any of its employees or consultants has identified (orally, in writing, or by its or their actions) as being secret or confidential in nature or which would reasonably be considered as confidential.

10.4 You shall not solicit business for the Company from any clients belonging to your previous employer/s in breach of your terms of employment with your previous employer. You shall not use any confidential information that came to your knowledge in the course of your previous employment/s while working with the Company. You undertake to indemnify the Company against any action that the Company may face on account of your actions in breach of your obligations to your previous employer/s.

11. Regulatory compliance and dealing codes

11.1 The nature of the Barclays Group's business is such that it is authorised and regulated by the appropriate Regulator.

11.2 It is your responsibility to know, understand and comply with all legal, regulatory and governance obligations, including the provisions of the Regulatory and Compliance policies that are relevant to you. If you are in any doubt as to your responsibilities in this regard or the rules which apply to you, you must contact the Compliance team within your business area.

11.3 If you are a Regulator approved person (or any equivalent status with any other regulator) you must comply with the Regulator's Statement of Principles and Code of Practice for Approved Persons (or meet the applicable standards). Failure to meet these Principles / Standards and / or to comply with this Code of Practice (or other applicable standards) may result in investigation by the regulator, applicable regulator and/or the Company, and / or disciplinary action being taken against you by the Company which may result in the termination of your employment.

11.4 You confirm that you will be bound by and will comply with the Barclays Group Share Dealing Code and with any more stringent dealing rules applicable to you or the area of the business in which you work. In particular, you agree not to make any investment, directly or indirectly, in any company or business which is a customer or client of the Barclays Group and which may in the reasonable opinion of the Company be expected to cause your personal or family interests to conflict with your duty to the Company in any respect.

11.5 Any incentives or compensation payable to you by any member of the Company or Group Company (under this Employment Letter or otherwise, including any guaranteed amounts and including, where applicable, the payment and settlement schedule and split of cash and Shares as set out in this Employment Letter) are subject to limitation or modification to the extent reasonably deemed necessary by the Company including in order to remain consistent with Barclays remuneration policy (as amended from time to time) or to comply with laws and regulations, including any regulations or guidance published by the Regulator from time to time.

12. Expenses

There may be occasions when you incur business expenses for instance, travelling to a training course or visiting another business location for a meeting. Any expenses must be pre-approved and claimed promptly and will be reimbursed to you in line with our procedures, a copy of which can be found on your intranet.

The Company at its sole discretion may bear certain expenses on your training, learning and developmental needs, subject to your acceptance of the terms and obligations as would be mentioned in the agreement ("Training Agreement") that may be executed with you.

As a consideration to the training expenses to be incurred by the Company, you may be asked to work with the Company for a certain period of time, post completion of the said trainings/ programs/courses, as the case may be and/or to compensate the Company by paying an agreed sum as liquidated damages. Your specific obligations will form part of the Training Agreement to be executed with you. For the execution of the Training Agreement, you may be asked to get a surety to undertake your obligations under the terms of the Training Agreement.

Unless otherwise agreed in the Training Agreement, any breach of the terms of the said Training Agreement, will be considered as the breach of the terms of this Letter.

13. Attendance at work

13.1 Your Summary of Key Terms will provide you with details of the particular working pattern that applies to you, and any specific arrangements that may apply regarding changes to this pattern. If you work full time, or for 8 hours or more on a given day, your normal working hours would additionally include up to a daily one hour break.

13.2 From time to time, the Company may need to vary your hours, days and times of work if this is necessary to accommodate the needs of the business or the absence of your colleagues. Should the Company need to vary your working hours, you will be given reasonable notice of any such changes.

14. Sickness Leave

14.1 If you are unable to work through ill health or injury you will be entitled to sick leave in accordance with the policy on Leave and Holidays, which can be found in the Company's Intranet. The Company reserves the right to only approve sick leave of more than two consecutive workdays if certified by a medical practitioner of the Company's choice, and you hereby confirm that you co-operate with such an examination and to authorise the full disclosure of any resulting report to Barclays.

14.2 The payment of salary and any allowances during periods of sickness will be subject to as prescribed under the applicable laws and you following the requirements regarding notification and certification of absence as set out in this Employment Letter, on your intranet and the Company being satisfied that you are unable to work due to illness or injury.

15. Other absences from work

Approval should be obtained in advance from your line manager for absence during working hours. If unexpected circumstances mean that this is not possible, you should inform your line manager as soon as possible. Absence without approval and / or explanation will be dealt with under the disciplinary procedure which could result in disciplinary action being taken against you by the Company and which may result in the termination of your employment.

16. Amendments to terms and conditions of employment

16.1 The Company reserves the right to review, revise, amend, replace or withdraw the contents of these Terms and introduce new policies, practices, guidelines and procedures from time to time to reflect the changing needs of the business or any changes in legislation or regulation from time to time.

16.2 For the avoidance of doubt, where the Company retains a discretion under these Terms (including but not limited to the discretion to make incentive award(s) to you, any matters considered in the decision whether to make such an award and the value, form, conditions and timing of delivery of any such award(s)) such discretion cannot be limited or fettered in any way other than by consent between you and the Company which is documented formally in writing on the Company's headed paper by an authorised member of the Human Resources Department.

17. Allocation of duties and transfer within the Barclays Group

You confirm that the Company will be entitled at any time and with [prior notice (where required by applicable law) to: (i) assign you to carry out such projects and/or duties commensurate with your abilities as it will in its absolute discretion determine; and/or (ii) assign you on a temporary or permanent basis to undertake additional duties and/or different duties commensurate with your abilities within any part or parts of the Barclays Group as it will in its absolute discretion determine; and/or (iii) second you on a temporary or permanent basis to work for any company in the Barclays Group or to a third party and/or (iv) transfer your employment and its rights and obligations to another company in the Barclays Group.

18. Leaving Barclays

18.1 Subject to paragraph 2 of these Detailed Terms and Conditions the Company and you may each terminate this Employment Letter in accordance with the "Notice" paragraph set out in your Summary of Key Terms. In addition:

(a) either you or the Company may terminate your employment by giving one month's written notice (or, if greater, the minimum notice according to local applicable law) during any probationary period that may apply to you as set out in your Summary of Key Terms;

(b) your employment shall be conditional on your ability to start work on the agreed Start Date. If you are unable to do so, you will have no entitlement to receive any payment or other benefit whatsoever from the Company or the Barclays Group;

(c) your employment may also be terminated by the Company without notice or pay in lieu of notice if you commit an act of gross misconduct (as may be defined under applicable Company policy from time to time which may include failure to comply with any policies and/or procedures including those referred to in the Detailed Terms and Conditions, lack of competence, serious breach of the Terms including improper or unethical behaviour;

(d) Your contractual and normal retirement age is 60 years. On the day you attain that age, your employment shall end automatically without any need for either party to serve written notice; and

(e) the Company may (without notice, pay in lieu of notice or incurring any obligation to pay compensation) immediately terminate your employment if you:

- i. are convicted of any criminal offence (other than a minor offence which, in the opinion of the Company, does not affect your position as an employee of the Company); or
- ii. are guilty of any act of dishonesty or gross or serious misconduct or any conduct which brings or is intended to bring any member of the Barclays Group or yourself into disrepute or may damage the business or affairs of the Barclays Group; or
- iii. have been found by the Company to have materially or repeatedly breached or have not complied with the terms of this Employment Letter (or otherwise fail or refuse to carry out the duties assigned to you); or
- iv. have breached or otherwise failed the Barclays Group sanctions screening policy or process; or
- v. cease to hold or fail to obtain any regulatory approvals or consents which are required for the effective discharge by you of any duties assigned to you under this Employment Letter; or
- vi. materially breach the rules of the Regulator; or
- vii. breach any Barclays Group rules on anti-bribery or anti-corruption;
- viii. don't obtain or maintain the accreditation(s) or qualifications that you are required to have (in the Company's opinion, or according to relevant regulators or professional bodies) to be able to work in your job profile
- ix. be repeatedly absent without leave or absent without leave for a period exceeding 14 days.

This sub paragraph is not exhaustive and does not restrict any other right which the Company may have (whether at common law or otherwise) to terminate your employment summarily.

18.2 You shall be liable to pay the Damages to the Company, in case you fail to serve the requisite notice as mentioned in the Summary of Key Terms. These Damages shall be in addition to the payment of salary in lieu of notice period. In respect of the Damages, the Company reserves the right to set-off against/ write off as amount payable/ withhold from the salary and/or any allowances. Further, you shall not be relieved from your contractual notice period, unless expressly relieved in writing.

18.3 The termination of your employment will not affect any terms of this Employment Letter which are intended to operate after the termination date, including the paragraphs relating to Intellectual Property, Confidentiality and Post Termination Restrictions.

18.4 On termination of your employment, irrespective of the reason, or at any other time when asked by the Company, you will:

- (a) immediately return to the Company all vehicles, equipment and documents, whether electronic or otherwise, and any other property (of any kind) (security pass, business cards, etc) relating to the business of or belonging to the Barclays Group, together with all copies of any such documents that you have in your possession or under your control;
- (b) irretrievably delete any information relating to the business of the Company or the Barclays Group stored on any computer or storage device and all information derived from the same in your possession or control and held outside of any Barclays Group premises;
- (c) resign with immediate effect from any offices or appointments you hold within or connected to the Barclays Group; and
- (d) confirm in writing that you have complied fully with the terms of this paragraph and provide evidence of compliance as the Company may request.

19. Payment in lieu of notice

- 19.1 The Company reserves the right in its sole and absolute discretion to terminate your employment and your terms with immediate effect (whether or not notice has been given by either party) by giving notice in writing to you of its intention to make a payment in lieu of notice and, if it does so, the Company shall make you a payment in lieu of notice, equal to the salary which you would have been entitled to receive if you had worked during your Notice Period or, if your Notice Period has started, the unexpired portion (the "Payment in Lieu"). Where the Company elects to make a Payment in Lieu of some or all of your Notice Period, your employment shall terminate on the date specified by the Company, regardless of when the Payment in Lieu is paid
- 19.2 Any Payment in Lieu will be paid less tax and any applicable withholdings. You will not be entitled to receive any payment in respect of holiday entitlement that would have accrued during the period for which the Payment in Lieu is made.
- 19.3 Any Payment in Lieu may be paid by the Company in accordance with the Company policies and subject to the applicable laws. Any Payment in Lieu may at the Company's discretion be paid as a lump sum within one month of the Termination Date or in equal monthly instalments from the date on which notice is served until what would have been the end of the Notice Period provided always that if after exercising its discretion to make a Payment in Lieu the Company becomes aware of any grounds that would permit it to summarily terminate your employment any payments due under this clause 19.3 will cease to be payable and the net value of any Payment in Lieu that has been received by you shall be repaid as a debt to the Company within 30 days of the Company notifying you of this repayment obligation.

20. Garden leave and suspension

- 20.1 The Company may suspend you at any time from the performance of all or any of your duties:
- (a) for the whole or any part of any applicable Notice Period; or
 - (b) for such periods and on such terms as is necessary to allow any investigation to take place (including, but not limited to an investigation by a regulatory authority or an investigation under the Company's disciplinary procedure).
- 20.2 During any period of suspension, the Company will be under no obligation to provide work for or assign any duties to you and may require you not to attend any premises of any member of the Barclays Group (other than as a customer) and may require you to:
- (a) not speak to, contact or otherwise communicate with or engage with any director, consultant, agent, contractor or employee of any member of the Barclays Group other than to carry out your personal banking, or any person, firm or company who, at the date of such suspension or exclusion is a client or customer of any member of the Barclays Group unless they are members of your immediate family;
 - (b) at any time to carry out such special projects or duties commensurate with your abilities as the Company shall in its absolute discretion determine;
 - (c) meet with representatives from the Company in order to facilitate a handover of work and provide assistance with ongoing business activity; and
 - (d) take any holiday which you have accrued.
- 20.3 During any period of suspension:
- (a) your employment with the Company and this Employment Letter will continue and you will continue to be bound by your obligations under it (except as expressly set out in this paragraph) including, but not limited to, your obligations of confidentiality, good faith and fidelity to the Company; and
 - (b) you shall continue to receive your basic salary and all contractual benefits in the usual way.

21. Post termination restrictions

- 21.1 You confirm to the Company (for itself and as trustee and agent for each member of the Barclays Group) that you will not, whether directly or indirectly, on your own behalf or on behalf of or in conjunction with any other person, firm, company or other entity:
- (a) for a period of 6 months (if you are an MD, Director, or VP or equivalent grade) or 3 months (if you are an AVP or below or equivalent grade) from the Termination Date approach, solicit or deal with any person, firm, company or other entity who is or

was a customer, client or supplier of the Company or the Barclays Group and with whom you had material dealings in the course of your employment with the Company or in respect of whom you were aware of material and confidential information, in both cases within the 12 month period immediately prior to the Termination Date. Nothing in this paragraph will prohibit you from seeking or doing business which is not in direct or indirect competition with the business of the Barclays Group; and

(b) for a period of 6 months (if you are an MD, Director, or VP or equivalent grade) or 3 months (if you are an AVP or below or equivalent grade) from the Termination Date solicit or entice away or attempt to solicit or entice away or employ or engage any director, officer or employee of executive status in the Barclays Group with whom you had material dealings within the 12 months period immediately prior to the Termination Date. For the purposes of this paragraph "employee of executive status" will include without limitation any employee of the Barclays Group with a corporate grading Managing Director, Director, Vice President (or equivalent grades, or anything which replaces these grades) and any employees of the Barclays Group with a lower corporate grading where in the 12 months prior to the Termination Date, you have had line manager responsibilities in relation to that employee or they have had line manager responsibilities or have been engaged in work or projects which in the Company's reasonable opinion are key to its business and / or mean that they are in possession of material and confidential information relating to the Barclays Group.

21.2 Each of the restrictions contained in this paragraph are considered by the parties to be reasonable in all the circumstances as at the date of this Employment Letter. However, the parties acknowledge that if any one or more of such restrictions will be judged to be void as going beyond what is reasonable in all the circumstances for the protection of the interests of the Barclays Group, but would be enforceable if words were deleted or one or more of the duration, range of activities and area covered were reduced in scope, the restrictions will be deemed to apply with such modifications as may be necessary to make them valid and effective. Any such modification will not affect the validity of any other restriction contained in this Employment Letter and it is confirmed that each restriction in this paragraph will be construed as separate and individual restrictions.

21.3 You confirm that if, during either your employment with the Company or the period of the restrictions set out in this paragraph you receive an offer of employment or engagement, you will provide a copy of these restrictions to the offeror as soon as reasonably practicable after receiving the offer.

22. Further terms

22.1 No omission to exercise or delay in exercising any right, power or remedy of the Company under this Employment Letter will constitute a waiver of that right, power or remedy.

22.2 During your employment:

(a) the Company may at its discretion require that you undergo screening, including for criminal record, sanctions list and/or credit reference checks from time to time. It is anticipated that any such screening would only be undertaken if required for regulatory purposes or in order to comply with the minimum standards for the role you are undertaking; and

(b) you should advise the Company should any of the circumstances as set out in paragraph 18.1(e) of this Employment Letter arise or be brought against you.

22.3 You acknowledge that in entering into these Terms you have not relied on any representation or undertaking by the Company whether oral or in writing, except as expressly incorporated into this Employment Letter.

22.4 You consent to the Company monitoring your use of all Company resources and its communication and electronic equipment (including without limitation the telephone, internet, blackberry, software applications and email systems) and information stored on the Company's computer equipment, as described in your local acceptable use policy in accordance with the Barclays Group procedure and / or guidance on electronic communications. A copy of the policy that applies to you can be found on your intranet.

22.5 You understand that you may, during your employment, be granted awards under the terms of one or more of the Company's long term incentive plans or any incentive or bonus plan operated by the Barclays Group. If, on termination of your employment, you lose any of the rights or benefits under any such plans you will not be entitled, by way of compensation for loss of office or otherwise, to any compensation for the loss of any rights under any such plans.

22.6 If your employment is terminated at any time by reason of any reconstruction or amalgamation of the Company or any Barclays Group company, whether by winding up or otherwise, and you are offered employment with any concern or undertaking involved in or resulting from the reconstruction or amalgamation on terms which (considered in their entirety) are no less favourable to any material extent than the terms of this Employment Letter, you shall have no claim against the Company or any such undertaking arising out of or connected with the termination.

23. Certifications

23.1 You confirm and certify that:

- (a) you are not precluded or restricted by any term of any agreement, undertaking or court order or any obligation to any third party from entering into this Employment Letter or undertaking or properly performing any of the duties of your employment with the Company;
- (b) you will notify the Company of any change in circumstances around the termination of your employment with your previous employer between the date of this Employment Letter and the Start Date;
- (c) you are not currently, and have never been, the subject of an investigation by any company or body into suspected bribery or corruption activity where either: (i) the investigation was concluded and your conduct found to amount to misconduct; or (ii) where the investigation was on-going and did not reach a conclusion because your employment (or engagement) with that company or body was terminated during the investigation (whether by mutual consent or by voluntary termination or otherwise);
- (d) you are not currently, and have never been, the subject of an investigation into suspected criminal activity involving elements of dishonesty (including theft or fraud) or anti-competitive behaviour; and
- (e) you will not during your employment at the Company breach any third party's rights in respect of confidential information and/or intellectual property.

23.2 Any breach of these certifications will entitle Barclays to immediately terminate your employment.

24. Governing law

Your Terms are governed in accordance with the laws of the state of your normal place of work, or Mumbai if you work in Corporate Banking, Investment Banking or Wealth and Investment Management. The parties irrevocably submit to the exclusive jurisdiction of the competent courts of the state of your normal place of work, or Mumbai if you work in Corporate Banking, Investment Banking or Wealth and Investment Management in relation to any legal action or proceedings that arise out of or in connection with this Employment Letter.

25. Key policies, procedures and practices

25.1 During your employment with the Company (and where applicable after your employment has terminated) you must comply with all of the Company's policies and procedures and any legal and/or statutory and/or regulatory obligations, including (but not limited to) Barclays Group policies and procedures on, and any other obligations relating to, anti-bribery and corruption. Failure to do so may result in disciplinary action being taken against you.

25.2 You should familiarise yourself with all policies and procedures that apply to your grade and business area as set out on your intranet. The Code of Conduct and the policies, guidelines and procedures on the following issues are particularly important (although this is not intended as a comprehensive list):

- Any applicable Employee Handbook
- Anti Bribery and Corruption
- Regulator's Business Principles
- Disclosure obligations
- Data protection, confidential information and Chinese walls
- Equality and Diversity
- Managing people, including on various types of leave and our disciplinary and grievance policies
- Bullying, Harassment and Discrimination policy
- Prevention of Sexual Harassment at the Workplace
- Dress at Work
- Electronic and other forms of communication
- Personal account and share dealing
- Conflicts of interest and outside business interests and affiliations
- Market conduct
- Gifts and Entertainment
- Health and Safety
- Whistleblowing or Raising Concerns
- Substance Abuse

25.3 Unless otherwise stated, these policies, guidelines and procedures do not form part of this Employment Letter.

25.4 The disciplinary and grievance rules and procedures which are applicable to your employment are set out on your intranet. These rules and procedures do not form part of this Employment Letter. If you wish to appeal against a disciplinary decision you should apply in writing to your line manager or HR contact in accordance with the Company's disciplinary procedure. If you wish to raise a grievance please apply in writing to your line manager or HR contact in accordance with the Company's grievance procedure.

APPENDIX 1

Definitions and interpretation

In the Detailed Terms and Conditions, the following terms have the following meanings:

"Barclays" means Barclays PLC.

"Barclays Group" means Barclays, the Company, and any company which is from time to time:

- (a) a holding company (as defined by Section 1159 of the Companies Act 2006) of Barclays
- (b) a subsidiary (as defined by Section 1159 of the Companies Act 2006) of Barclays or of its holding company;
- (c) a company over which Barclays has control within the meaning of Section 1124 of the Corporation Tax Act 2010; or
- (d) a subsidiary undertaking (as defined by Section 1162 of the Companies Act 2006) of Barclays;

and **"Barclays Group company"** will be interpreted accordingly.

"Company" means your employing entity within the Barclays Group.

"Damages" shall mean loss and damage suffered by the Company on account of unauthorized termination of the Employment Letter in breach of the provisions mentioned herein.

"FCA" means the UK's Financial Conduct Authority, or any successor or applicable regulatory authority.

"Notice Period" means the notice period as set out in your Summary of Key Terms.

"PRA" means UK's Prudential Regulation Authority, or any successor or applicable regulatory authority.

"Regulator" means the FCA and / or the PRA, and/or RBI and/or SEBI as may be applicable, or any successor or applicable regulatory authority.

"Risk and/or Compliance requirements" means a control or regulatory issue of business unit significance that is identified by the Company in its absolute discretion.

"RBI" means the Reserve Bank of India or any successor or applicable regulatory authority.

"SEBI" means the Securities Exchange Board of India or any successor or applicable regulatory authority.

"Share" means an ordinary share in Barclays PLC.

"Start Date" means the start date as set out in your Summary of Key Terms.

"Termination Date" means the date on which your employment terminates.

Some capitalised terms in the Detailed Terms and Conditions are as defined in your Summary of Key Terms and any applicable Schedules unless stated otherwise. References to any statute or legislation will include any modification, re-enactment or extension of that legislation.

C

C

C.B.I.T

E-MAIL & WEB SERVICES

Placements HEAD <placements@cbit.ac.in>

RE: CBIT I List of Final Selects

2 messages

campusrecruitmentmailbox-india@barclays.com <campusrecruitmentmailbox-india@barclays.com>

Mon, Aug 22, 2022 at 6:49 PM

To: placements@cbit.ac.in

Cc: ugs19035_it.hanoch@cbit.ac.in, swapna.varun@barclays.com, aditi.sakhare@barclays.com, isaac.s@barclays.com

Dear Placement Team,

We are pleased to inform that the following candidates have been shortlisted as final selects for Barclays after the interview process.

Please Acknowledge and confirm their acceptances at the earliest.

S. No	Name	Gender	Stream
1	Akanksha Kasturi	Female	Computer Science
2	Akshitha Jillella	Female	Computer Science
3	Ashritha	Female	Information Technology
4	Bhavana Balimidi	Female	Computer Science and Engineering
5	C T Richa Bhavani	Female	Information Technology
6	Dasari sai nishitha	Female	Computer Science
7	Dineesha Peddineni	Female	Information Technology
8	Doosa Sharan Prabhath	Male	Information Technology
9	Gayathri Vavilala	Female	Information Technology
10	Hari Priya Kusuma	Female	Information Technology
11	Juwairiyah	Female	computer science and engineering
12	Kavya Shri Vayyala	Female	CSE
13	Kiran Nagarapu	Male	Information Technology
14	Komma Shashank	Male	Computer Science
15	Laudia Jahnvi chavan	Female	Information Technology

16	Maitreyi Vankayala	Female	Computer Science
17	Manasa Choudavarapu	Female	Information Technology
18	Meghana Ponna	Female	Computer Science
19	Mohammed Zubair	Male	Computer Science and Engineering
20	Niharika A	Female	Information technology
21	Pruthvi Nag Gattu	Male	Computer Science
22	Rayilla Tarun	Male	Computer Science and Engineering
23	Rohith Burra	Male	Information Technology
24	Sai Krishna Chava	Male	Information Technology
25	Sai Ruthvik	Male	Computer Science
26	Sangeetha Chetharasi	Female	Information Technology
27	Snigdha Reddy Sathineni	Female	Computer Science
28	Sowmya Devineni	Female	Information Technology
29	Sravan Kumar Mustyala	Male	Computer Science
30	Sreya	Female	Information Technology
31	Sumadhura Gaddam	Female	IT
32	Swathi Jaishetty	Female	Information Technology
33	Thoom Manjunath Sai Vamshi	Male	Information Technology
34	Vaishali Kamble	Female	computer science and engineering
35	Vikram Sabavath	Male	Computer Science

Regards,

India Campus Hiring

Respect | Integrity | Service | Excellence | Stewardship

Creating opportunities to rise

 Please consider the environment before printing this email

160119733177
CSE3.

Ref: ZL/HR/HYD/OFFER/ 202

Date: January 20th, 2023

Mr. Kottakki Veera Venkata Uday Kiran,
udaykiran.k5858@gmail.com,
Mobile No: 9390318224

ZL TECHNOLOGIES

Sub: Offer cum Appointment Letter

Dear **Kottakki Veera Venkata Uday Kiran,**

1. We are pleased to offer you an employment with ZL Technologies India Pvt Ltd., as a **Member of Technical Staff - Software Engineer-Engineering** with standard company job description and operating from Hyderabad in India.
2. Your Total Annual Compensation will be **Rs.10,00,000/-** (Rupees Ten Lakhs Only) cost to company per annum. Please refer to Annexure-B for tentative break up details of the above compensation.
3. Your employment with us will be governed by our terms and conditions referred in Annexure-C.
4. You are required to join on or before **3rd of July 2023** on acceptance of the offer or the joining date should be communicated by you and approved by the Company. The offer stands withdrawn thereafter unless the date is extended and communicated to you in writing.
5. A clean background check verification report is mandatory for all the employees at the time of reporting/joining. A third party and authorized vendor may contact you for the same and you are required to provide all information and cooperate with them to complete the same.
6. Your requested to report to Ms. Madhavi Haridas (HRBP) at 10:30 AM on the joining date to complete the joining formalities at 14th floor - My Home Twitza, Hitech city main Rd, Diamond Hills, Lumbini Avenue Hyderabad, Telangana – 500081. At the time of joining, you are requested to submit the copies of the documents as per Annexure-D.
7. Please provide your acceptance of this offer cum appointment letter by signing the acceptance letter and accepting the terms & conditions specified in Annexure – C.
8. In case of further clarifications, please communicate with Ms. Geeta Chandana (gchandana@zlti.com, Tel.+91 9985836767) and quote the reference as above.

We welcome you to **ZL Technologies** and look forward to a long and mutually beneficial association.

for **ZL Technologies India Pvt Ltd,**

Kon Leong, CEO

K.V.V. Uday Kiran
Candidate Signature



ANNEXURE - D

At the time of joining, you are requested to bring the following documents in original, along with a copy of each.

1. Certificates supporting your educational qualifications along with marks sheets
2. X Certificate & mark sheets
3. XII Certificate & mark sheets
4. Degree Certificate & Semester/year-wise Mark sheets
5. Master's Certificate & Semester/year-wise Mark sheets
6. Diploma/PG Diploma Certificate & Transcripts
7. Any other Certificates with supporting documents if any
8. 5 recent passport-sized colour photographs (not less than 3 months old)
9. Identity & Residence Proof (temporary residence and permanent residence) as per GOI like PAN Card & Aadhar card (Both are required)
10. Relieving Letter from the last Employer or Resignation acceptance letter
11. Last 3 months Salary Slip of previous organization.
12. Service Certificate / proof of Employment from all previous Employers
13. Landline No. and official email id of the company last worked
14. Contact No. of immediate supervisor of the company last worked
15. 2 Copies of ZL's offer cum appointment letter
16. Form 16 for last financial year to calculate Taxable Income Statement
17. Copy of valid Passport and Employment Authorization in case of foreign employees & originals for verification.
18. Birth Certificate or equivalent - should be from the Municipal Office on Form 9 of self, spouse & children (if applicable) with full name of the individual, full name of the father, full name of the mother, date of birth and place of birth. This is required for insurance and other statutory filings.
19. Cancelled cheque for salary account mapping.
20. UAN for updating PF details.
21. Registered e-mail id's/phone no's.

This offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer at any time during your service.

Please bring all the certificates supporting your educational qualifications along with mark sheets in original for verification only.



ANNEXURE – C

TERMS AND CONDITIONS

1. Employment Agreement

(a) Code of Conduct

During the period of your employment, you will work honestly, faithfully, and diligently to uphold the Code of Conduct of the Company in force.

(b) Secrecy

You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of ZL Technologies' or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.

Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated without notice.

(c) Conflict of Interest

Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company.

You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business for remuneration during your employment with the Company, without written permission from the Company.

2. Assignments/Transfer/Deputation

Though you have been engaged for a specific position, the Company reserves the right to send you on training assignments to sister companies, employee companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of the Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.



3. Probation

You will be on probation for a period of six (6) months, from the date of your joining. The period of probation may be either reduced or extended at the sole discretion of the Management. Confirmation of your services is purely subject to satisfactory performance and your suitability to the organizational needs.

4. Termination of employment

- a) Either party can terminate this employment by serving a notice of 60 days on the other. However, if approved by the Company, an employee may surrender leave to his / her credit or pay salary (basic) in lieu of Notice period. Similarly, the Company may pay salary (basic) in lieu of Notice period, if required.
- b) While on probation, the notice period is one month for termination of employment / services or contract on either party i.e. Company or Probationer.
- c) In case of Employees who are governed by service agreements for serving a minimum stipulated period, the employee can exercise option under the clause 4(a) only on their completion of the stipulated service period agreed to and provided therein
- d) Unauthorized absence or absence without permission from duty for a continuous period of 7 days, would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
- e) You will be governed by the Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service 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.
- f) The company at its discretion may terminate your service with or without notice period in case you are found to be not productive for the organization/and/or have breached/violated the company norms, rules and regulations, insubordination and/or the company losses confidence in you as a result of your conduct due to commission or omission of any act subversive of discipline and good behavior leading to loss of image of the company through any act involving moral turpitude, any instructions, routine and practices, working and followed in the company.
- g) Reference check will be made from your previous employers. In addition, a background check will also be conducted from your previous Employers and Educational Institutions. In case there is any adverse report against you which may be detrimental to the interests of the company or if the information



furnished by you is not true, the company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation of facts.

5. One-time Premium Component

A Onetime Premium Component of INR 100,000/- (Rupees One Lakhs only), paid to you after you have joined ZLTI. 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 15th of the month then the payment will be processed in the next month of joining else it will be processed in the subsequent month of joining. If you resign from ZLTI, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire Premium Component to ZLTI. The Premium Component is subject to appropriate income tax as per law. You may be required to repay to ZLTI any taxes that were deducted from your Premium Component and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by ZLTI, ZLTI may recover all such amounts from your final settlement.

6. Company Policies

All Company Policies (including access to office premises, mails, computer facilities, email and others) are available on the Intranet. You are advised and instructed to go through these policies and strictly adhere to them.

7. Restraints

a) Access to Information

Information is available on need-to-know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these is authorized through access privileges approved by unit Managers and/or Project Managers.

b) Escalation / Exception Reporting

A set of areas/jobs to be carried out by each function/department will be decided.

For each area/job - a suitable policy will be formulated/evolved.

For every policy - standards of measurement will be laid down.

Goals for year/quarter/month will be periodically reviewed.

Deviation if any regarding policies or standards will be monitored and brought up for discussion in review meetings if such deviation could wait till review meeting.



Alternatively, if such deviation will pose a threat and if it is not corrected it will be escalated immediately for corrective action jointly agreed upon and it will be implemented as per schedule. If there is any deviation/modification/amendment it will be further escalated to next level.

c) Authorization

Only those authorized by a specific power of attorney may sign legal documents, representing the Company.

d) Smoking.

We owe and assure a smoke free environment for our Employees. Barring some areas, the entire office premises including conference rooms, lobbies, is declared as "No-Smoking Zone".

e) Passwords

Access to our network, development environment and MS-Exchange is through individual's password. For security reasons it is essential to maintain confidentiality of the same. If the password is forgotten, the Networking & Communication Group is to be contacted to reset and allow you to use a new password.

f) Unauthorized Software

You shall not install, download, copy, and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

g) Security

Security is an important aspect of our communication and office infrastructure. We have security personnel deployed in all the floors who take care of the security. Those of you who wish to work late, or early hours are requested to produce their identity cards to the Security personnel on demand. If there is a need to take some of the equipment's/infrastructure out of the office premises for any reason the employee shall obtain the gate pass from the security staff after the authorization from your manager.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, the Company uses sophisticated data encryption devices. Your worktable and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team members table or storage.

h) Destroying Papers & Material

Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.



i) Use of Company Resources

You shall use the Company's resources only for official purposes.

8. Overseas Service Agreement

As the Company will be spending substantial amount of time and money for your deputation /secondment abroad, you will be required to sign a deputation agreement with the Company and execute a Surety Bond on such terms, as the Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) you're returning to India after completion of the project and serving the Company for a stipulated period).

9. Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks and Semiconductor chips developed by you during Office time or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be "work made for hire". You shall execute/sign such documents for the purpose of assigning such Intellectual property, as and when required by the Company.

The Company reserves the right proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.

10. Jurisdiction

Even though the Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts only in Hyderabad or Ranga Reddy District as per the location of the Hyderabad Office.

11. Retirement

Your employment status with the company is at-will and as such, age should not and will not be considered a factor with respect to any term, condition, or privilege of employment, including hiring, firing, promotion, layoff, compensation, benefits, job assignments, and training etc. Company's comprehensive policy in this regard will be applicable as per the prevailing policy and related laws.



12. General

The above terms and conditions are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as shall be in force from time to time.

13. Attendance

You shall be present in the office during normal working hours as specified in the employee handbook and other documentation provided to you, or during hours expressly designated for you in writing. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement.

14. Verification

This employment offer is purely based on the information and documents provided by you and by accepting the offer, you specifically authorize the Company or any external agency through ZL to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining the Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

* You may be required to fill in "*EMPLOYEE VERIFICATION FORM*" and bring it along with all documents/testimonials at the time of your joining.

This is to certify that I have gone through and understood all the terms and conditions mentioned herein above and I hereby accept and agree to abide by them:

Name in full:

Signature:

Address

Date:

Place:



Private and Confidential

ANNEXURE -B - SALARY COMPONENTS		
Name: Kottakki Veera Venkata Uday Kiran		
Designation: Member of Technical Staff-Software Engineer- Engineering		
Location: Hyderabad		
Basic Components (Salary)	Per Monthly in Rs.	Per Annum in Rs.
Basic	₹ 27,748.00	₹ 332,976.00
HRA	₹ 11,099.00	₹ 133,188.00
Conveyance	₹ 1,600.00	₹ 19,200.00
Food Allowance	₹ 2,250.00	₹ 27,000.00
Medical Allowance	₹ 1,250.00	₹ 15,000.00
Special Allowances	₹ 25,423.00	₹ 305,076.00
Total A (Gross pay)	₹ 69,370.00	₹ 832,440.00
<i>Employer's PF contribution</i>	₹ 1,800.00	₹ 21,600.00
<i>Gratuity</i>	₹ 1,334.00	₹ 16,008.00
<i>Medical Insurance (5 Lakhs)</i>	₹ 1,500.00	₹ 18,000.00
<i>Personal Accident insurance</i>	₹ 1,000.00	₹ 12,000.00
Total B	₹ 5,634.00	₹ 67,608.00
Total Fixed Pay (A+B)	₹ 75,000.00	₹ 900,000.00
<i>One time Component</i>	0.00	₹ 100,000.00
<i>Individual Perf Incentive pay</i>	0.00	0.00
Total Pay (C)	₹ 0.00	₹ 100,000.00
Total Cost to the Company (A+B+C)	₹ 75,000.00	₹ 1,000,000.00

##The total figure has been rounded off to the nearest decimal

for ZL Technologies India Pvt Ltd,

ZLTI Management Team

CONFIDENTIALITY & POLICY AWARENESS:

- THIS LETTER CONTAINS ALL DETAILS WITH REGARD TO YOUR SALARY, BENEFITS AND SUPERCEDES ALL EARLIER COMMUNICATIONS. PLEASE NOTE THAT THE CONTENTS OF THIS LETTER AND THE COMPENSATION DETAILS ARE CONFIDENTIAL.ASSOCIATES SHOULD REFRAIN FROM DISCUSSING OR SHARING THE SAME WITH COLLEAGUES & NON ZL TECHNOLOGIES EMPLOYEES.
- Taxation will be governed by the Income Tax rules. The company will be deducting the taxes at sources as per the Income Tax guidelines. Non-Taxable part of your salary is paid only subject to the bills provided by you on yearly basis. In-case, if you fail to submit the bills to us then the non-taxable income is paid to you as special allowances, which will be part of your taxable income.



3. The above breakups are subject to change to make it compliant to relevant laws and rules in force and for the benefit of employees in general as per the company policy from time to time. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time.
4. Provident Fund denotes Managements' cost towards Provide Fund .PF contribution applicable on Employer /Employee will be calculated separately at 12% on basic /Rs.15000 and for the new joiners a fixed contribution of INR 1800 or 12% on the gross-HRA whichever is lesser will be made applicable if chosen by the employee. If basic is below Rs.15000 contribution will be calculated on gross-HRA. Employee contribution is included in Gross salary.
5. Personal Accidental Insurance is for employee only and insured amount is Rs.50,00,000/-.
6. You will be entitled for Gratuity as per the rules of Payment of Gratuity Act.1972. Eligible after 5 years of service.
7. Medical Insurance is applicable for INR 5 Lacs (Family floater plan). Family means: yourself, Spouse, Children-2, Immediate parents (father & mother).
8. For purpose of contribution to Gratuity and encashment of leave, if any etc., computations will be on Basic of the salary.
9. CTC - CTC includes benefits and benefits are solely per company policy .
10. Please Note that in case of any erroneous payments being made through the salary, the same will be recovered automatically with/ without prior intimation.

** Annual Individual Performance Incentive Pay. This policy is applicable for Sales/ Marketing or if it is agreed during the offer: It will be paid annually based on your performance, subject to KPI/targets as communicated to you by Dept Head, the same will be reviewed/measured on quarterly basis.

Acceptance by Employee:

This is to certify that I have gone through and understood all the terms and conditions mentioned herein above and I hereby accept and agree to abide by them.

Signature of employee: *K.V.V. Udagh*

Name: *KOTTAKKI VEERA VENKATA UDAV KIRAN*

Date:

160119733179

FACTSET > SEE THE ADVANTAGE

20/11/2023

Vishnu Vardhan Chunchu

2-163, Village : Velganoor,mandal , dandepally,
district : -mancherial, Telangana, pincode :-504215

Offer of Employment

Dear **Vishnu Vardhan**

Congratulations!

We are pleased to confirm our offer of employment to you in our organization as **Software Engineer I** with effect from **18 December, 2023** . You will be based in our **India, Hyderabad, DVS, SEZ-1 – Orion B4; FL 7,8,9,11 (Hyderabad - Divyasree 3)** office. We extend this offer and the opportunity with great confidence in your abilities based upon your credentials and the information shared during your interview. We feel that you will be able to make an outstanding contribution to our organization.

Your annual Cost to the Company is **INR 10,08,905** and will be subject to statutory and other deductions as per employer policies and practices.

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

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

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

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

FACTSET) SEE THE ADVANTAGE

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming market leaders. We assure you of our support for your professional development and growth.

ANNEXURE-A

NAME: Vishnu Vardhan Chunchu

JOB TITLE: Software Engineer I

MONTHLY AMOUNTS

24,792 BASIC SALARY

ALLOWANCES:

9,917 HOUSE RENT ALLOWANCE

36,125 SPECIAL ALLOWANCE

70,833 TOTAL FIXED BASE SALARY

BENEFITS:

2,975 EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND

1,991 MEDICAL INSURANCE

1,192 GRATUITY

76,992 TOTAL GROSS SALARY AND BENEFITS

7,083 PERFORMANCE BONUS (PAID ANNUALLY)

84,075 TOTAL COST TO THE COMPANY

YEARLY AMOUNTS

FACTSET) SEE THE ADVANTAGE

2,97,500 BASIC SALARY

ALLOWANCES:

1,19,000 HOUSE RENT ALLOWANCE

4,33,500 SPECIAL ALLOWANCE

8,50,000 TOTAL FIXED BASE SALARY

BENEFITS:

35,700 EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND

23,895 MEDICAL INSURANCE

14,310 GRATUITY

9,23,905 **TOTAL GROSS SALARY AND BENEFITS**

85,000 ANNUAL PERFORMANCE BONUS

10,08,905 TOTAL COST TO THE COMPANY

1. You are eligible for an annual performance-based bonus, which is based upon individual performance, as well as the performance of the team and the performance of the Company as whole. The details of the functioning of the bonus scheme will be communicated to you by your manager after you join. This bonus is payable bi-annually / annually as per eligibility and is prorated based on length of the service. You must be employed by the Company as on date of payout to be eligible for the bonus.

2. FactSet follows performance evaluations with ratings as **Performed Exceptionally, Exceeded Goals, Achieved Goals, Partially Achieved Goals** and **Did Not Achieve Goals**. Employees will not be eligible for the annual bonus if the rating is **Did not achieve goals**.

3. 12% of the eligible salary per PF act will be deducted as contribution towards provident fund plan. This is in addition to the 12% of the contributions by the organization. On leaving the company, you can either withdraw or transfer the balance in your PF account as per the applicable PF act.

4. You will be enrolled in the Group Medical insurance scheme for a coverage of **INR 3,00,000** applicable as per the eligibility and your grade in the organization. You can nominate 5 dependents in addition to yourself to be covered under the policy. Employees who are eligible for the ESI benefit as per the government rule will be covered under ESI medical scheme.

FACTSET) SEE THE ADVANTAGE

5. You will also be covered under Round-the-clock Personal Accident Insurance for **INR 25,50,000**. The coverage is for self and premium towards the same will be paid by the firm on your behalf.

6. You will be also eligible for Term Life Insurance coverage up to **INR 25,50,000**. The coverage is for self and premium towards the same will be paid by the firm on your behalf.

You are eligible for Gratuity, which is payable after 5 years of continuous service with the Company.

8. All employee tax liabilities arising out of the above compensation shall be borne by you. Tax at source will be deducted as per the Income Tax act.

9. For purpose of contribution to Provident Fund, Gratuity, Superannuation Fund, encashment of leave etc., computations will be on basic pay.

FACTSET BENEFITS:

- FactSet provides Flexi Benefit Plan which makes the compensation structure more tax friendly. Employees may choose to modify or restructure the 'special allowance' component as per the flexi-benefit plan to avail the tax benefits. These are governed as per the eligibility, grade and salary band.
- Transport facility to all the employees up to 40 KMS distance from office who adhere to the standard shift schedules. Point pick up and point drop for all day shift employees and home pick up and home drop facility for employees working in the night shifts. However due to safety reasons transport facility is not provided to employees living in certain specific areas within 40 KMS distance. Organization takes reasonable safety precautions to ensure safety of its employees and employees are expected to follow the guidelines mentioned in the transport policy. You acknowledge that you are solely responsible for your safety in case of violation of these guidelines. More information regarding the eligibility for this benefit will be communicated to you by the recruiting team in detail during verbal offer discussion.

Standard Shift Schedule:

First Shift : 06:30 AM – 03:30 PM

General Shift : 09:30 AM – 06:30 PM

Second Shift : 04:00 PM – 1:00 AM

Third Shift : 01:00 AM – 09:00 AM

Transport facility will not be provided to the employees who do not adhere to the above shift timings

- Mobile / Blackberry based on the level in the Company, requirement and eligibility.
- Bi-Annual Team Outing
- Subsidized lunch / dinner during the working hours.
- Snacks & beverages will be made available in the cafeteria.
- A gift voucher of ₹ 1500 is given to any employee who gets married during their tenure at FactSet.

FACTSET) SEE THE ADVANTAGE

- Small gifts / token of remembrance is handed out to employee on their special occasions such as Birthdays, New Born child (Born with a silver spoon), anniversaries etc.
- Employees can also participate in the referral program and be eligible for the referral bonus as guided by the referral policy which will be communicated to all the employees by the FactSet Recruiting team.

ANNEXURE-B

1. Information given or Background verification:

The commencement or continuation of your employment with the Company is contingent on the results of a background check which includes, but not limited to reference checks and verification of academics. Please provide us with academic credentials & professional reference within 2 weeks of joining the organization, failing which the company can take punitive actions, including and up to termination of employment. FactSet retains the right to terminate any employee who has indulged in or has legal proceedings for misrepresentation or crimes. By accepting this offer you are accepting FactSet's policy on background verification.

2. Probationary period:

For the first **6 months** from the actual date of appointment you will be deemed to be on probation and during this period either party may terminate this agreement by giving **15 days'** notice in writing or salary in lieu thereof. On completion of the said 6 months, you will be advised by your manager in writing if your performance does not meet company's standards and you will be advised on further action. In case of no such notice received for 2 weeks after confirmation due date, your probation will be deemed to have been successfully completed.

3. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant information / details. You would also let us know the name and address of your legal heir / nominee and an emergency contact.

a. Privacy:

In respect of the personal information collected during the joining process, you hereby consent to (a) the use and processing thereof by the organization and its authorized third parties for a number of purposes connected with the management of our personnel; and (b) the sharing of the personal information with other members of the FactSet group (including in countries in the United States of America and the Philippines), as well as to third parties or vendors, for the same purpose. You may refer to the organization's privacy policy for more details.

4. Nature of Work:

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Your nature of work mainly includes all the aspects of the duties and responsibilities mentioned in your job description as well as any other ad-hoc duties assigned to you from time to time. You will work at a high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your immediate manager from time to time.

5. Working Hours / Shift Hours:

The normal working hours of the Company are from **9:30 AM- 6:30 PM** from **Monday to Friday** including lunch break and tea breaks. As the Company works **24 / 5** and depending on organizational requirement or project contingencies, working hours and days for specific employees or groups of employees or all employee may be modified / altered from time to time which will be communicated to you by your Manager. Further, you should be prepared to work on any shift, as may be warranted by the Company's work requirements.

6. Salary Payment:

Regular Employees in India are paid their monthly salary through bank transfer on the last working day of the month for which employees must open a bank account in the Company's corporate bank. You are requested to note that processing of monthly pay will be subject to submission of Permanent Account Number (PAN) details to the Company. In case you do not have a PAN, please initiate the application process for the same immediately and carry the acknowledgment as issued by the Income Tax authorities with you while coming for joining. A copy of the acknowledgement would need to be submitted by you for our records.

7. Dual Employment:

You are required by the Company rules not to undertake any employment or enter into any other type of association, even on part-time basis whether for any consideration or not. Contravention of this will lead to termination of your services from the Company without any notice, with no liability on the part of the Company for payment of any compensation in lieu of such notice. Further, this contravention will be deemed as voluntary termination / resignation by you of your services without the required notice having been given. However, if you want to associate yourself with a charitable non-profitable organization during non-business hours or days, you will have to disclose the details with your direct manager & Human Resources Department, allowing your participation at the disclosed charitable non-profitable organization.

8. Leave / Holidays:

You are entitled to **12 Casual / Sick leaves and 15 Privileged / paid leaves every year**. The leaves will be credited to your leave balance **@ 1 Casual and 1.25 Privileged leaves per month**. The eligibility for the paid leaves will be on completion of 6 months. You are also eligible for **10 paid Holidays** every year including the government mandated holidays. **Well-deserved time to celebrate 2 days for moments that matters and 2 Wellness days to enhance your work-life balance**. Company encourages to follow assigned work schedules and promotes discipline on work timings

9. Overtime Payment / allowances:

FACTSET › SEE THE ADVANTAGE

Employees may be required to work on holidays and weekends depending on the nature of the project. Such employees shall be eligible for compensatory off or overtime allowance as detailed in the Policy. This allowance will be paid through monthly payroll and shall be subject to deduction of Income Tax at source.

10. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the Company's expense.

11. Performance Reviews / Appraisal:

The Company also has a policy of yearly performance appraisal. You may be eligible for a salary appraisal under this policy based on your individual ratings as well as the performance of the team and the performance of the company for the fiscal year. Performance reviews take place in the month of September and the revised salaries will get affected in the month of October.

12. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process / method likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use / utilize such improvement and you shall assign all rights thereof to the Company for the purpose of seeking any patent rights or for any other purpose. The Company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of your association with the Company including but not limited to the creative concept that you may develop during your association with the Company.

13. Secrecy / Confidentiality:

You will not during the course of your employment with the Company or at any time there after divulge or disclose any confidential information to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the Company, of any information or knowledge obtained by you during your employment as to the business or affairs of the Company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

14. Restrain:

a. Access to Information:

Information is available on need to know basis for specific groups. Access to this information is authorized through privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the Company.

FACTSET) SEE THE ADVANTAGE

b. Restriction on Personal Use:

Use of Company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the Company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of Company information for personal benefit will result in immediate termination of employment without notice and / or legal action for misdemeanor as deemed fit by the Company. You shall be liable to reimburse the Company for any losses incurred due to misuse of Company data.

15. Security:

Security is an important aspect of our communication and office infrastructure. Security of the Company resources is maintained by controlling physical access to computer system, by disabling all the work stations, usb drives and other measures. Please refer the Security policy for more details on IP protection.

16. Termination of Service:

- Employment with the Company will stand terminated at the end of the month in which you attain the age of superannuation (58 Years). Termination of employment may also be initiated earlier by either party by serving prior written notice to the other, as per the notice period stipulated in this offer.
- In the event of termination of services by either party, the applicable notice period will be **60 days** for all the employees. The Company is also entitled to either waive the notice period in part or in full at its sole discretion or require payment of equivalent base salary with applicable taxes in lieu of the un-served notice period. The Company further reserves the right to terminate with sooner effect by tendering equivalent base salary in lieu of the notice period subject to the employment history / terms applicable as per the Company's exit policy.
- In the event of your serving on the Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the General Terms and Conditions of Employment in force at that point of time, subject to the satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties. The details of this policy are available on our HR website.
- Unauthorized absence or absence without permission from duty for a continuous period of **7 days** would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay.
- You will be governed by the laid down code of conduct of the Company and if there is any breach of the same or non-conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the Company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

17. Changes to the Employment Terms & Conditions:

From time to time the Company reserves the right to make necessary changes or modifications to any of the terms and conditions of employment, policies due to its dynamic work environment. By accepting this offer, you hereby acknowledge and accept to comply with company rules, regulations and policies in

FACTSET) SEE THE ADVANTAGE

existence together with any changes or modifications made thereof .

18. Company Policies:

You acknowledge that the Company operates in a dynamic environment which may, from time to time, require the Company to make changes to its policies.

You also agree that the Company, at its discretion, may accordingly revise, modify, add, delete or replace any of its current policies and that you agree to be bound by all such changes.

19. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical / professional skills you have declared to possess as per your application for employment and your ability to handle any assignment / job independently. In case at a later date any of your statements / particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the Company, the Company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

The above terms and conditions are based on the Company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matters you will be governed by the rules of the Company as shall be in force from time to time.

If you have any queries / clarifications regarding your offer or joining please contact your Recruiter. **We welcome you to our FactSet family and wish you a long and successful career with us.**

DOCUMENTS TO BE SUBMITTED ON THE DAY OF JOINING:

You will be required to submit to our HR Department, a certain set of documents, etc. (as per the below checklist), at the time of reporting for duties and hence you are advised to come prepared accordingly, without fail. Please note that the Company reserves the right not to accept you into the rolls or after such acceptance, to discharge you from the rolls, in case you do not fulfill the requirements as specified in the checklist, particularly submission of documents in proof of your qualifications, experience etc.

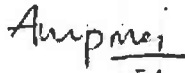
1. Copy of the Educational certificates.

- a. 10th Standard Marks Memos / Pass certificate.
- b. Intermediate Marks Memos / Pass certificate.
- c. Graduation Marks Memos / Pass Certificate.

FACTSET) SEE THE ADVANTAGE

- d. Post-Graduation Marks Memos / Pass certificate
- e. Certificates of other Qualifications if any.
- 2. Copy of Service certificates / Relieving letters from the previous employers.**
- 3. 3 most recent Pay slips.**
- 4. Copy of PAN and Aadhaar card.**
- 5. Residential proof (Telephone / Electricity / License / Passport copy).**
- 6. Form-16 / Form-12B from the last previous employer.**
- 7. 4 Passport Sized Photographs.**

Sincerely,



Anupma Ranjan
Senior Talent Acquisition Manager



PRIVATE AND CONFIDENTIAL

January 17, 2024

Vishnuvardhan Chunchu

velganoor

Dear Vishnuvardhan,

LETTER OF APPOINTMENT

We are pleased to offer you employment with DBS Technology Services India Private Limited (formerly known as 'DBS Asia Hub 2 Private Limited') ("Company/DTI/DBS"), subject to satisfactory references, on the terms and conditions set out in this letter and in Appendices I and II to this letter which together constitute your contract of employment with DBS ("Letter of Appointment").

Position

Your appointment will be SNROFFCR, Specialist, Graduate Associate - SEED, Technology & Operations (BN0005), with the corporate rank of Senior Officer in Company at Hyderabad Office in India. Your role and responsibilities may from time to time extend to cover other entities within the DBS Group ("Group") which may be situated at any location where the Company has or may in future commence operation. As we continue to make our mark in Asia, we look forward to having you on board to seize the opportunities offered by a growing Asia.

TOTAL COMPENSATION

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

(a) Your commencing Annual Guaranteed Cash (Basic Salary and Other Allowances) is INR 8,50,000 only

Refer "**Annexure A**" for a detailed breakup of your Cost to Company (Basic Salary, Other Allowances and Retirals)..

(b) Variable Bonus

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

The Variable Bonus may include:-

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

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

Benefits

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

Probation

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

Resignation and Notice Period

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

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

	During Probation	After Probation
All DTI Staff	1 month	2 months
Contract Staff	2 months	

Provident Fund

PF contributions will be made by yourself and the Company in accordance with the prevailing regulations.

Income Tax

You will be responsible for the full amount of personal income tax due and payable as a result of your employment with the Company. Taxation will be governed under the (Indian) Income Tax Act, 1961 and the rules and regulations made there under. The Company will deduct the tax at source as per applicable rates of income tax.

GST

During the course of your employment (including the time upto termination of such employment), if DBS determines that any supply (whether of goods/services or otherwise)/facility/convenience/ forbearance made/provided to you attracts GST then DBS will be entitled to recover such GST from you. Further, DBS shall have final authority on all matters with respect to such recovery of GST including but not limited to applicability, rate, manner of recovery, etc.

PRE-CONDITIONS

This offer of employment is subject to the following:

- I. Satisfactory verification of all information submitted in your job application to the Company
- II. Your character antecedents/references are satisfactory in all respects;
- III. Receipt of a clear discharge certificate from your present employer prior to commencement of work;
- IV. You are medically fit and able to effectively undertake your duties;
- V. You have disclosed information regarding relative and friend employees working with the Company;
- VI. Receipt of acceptable employment references by the Company. Approval by MAS/RBI or any other relevant regulatory body for you to carry out the duties envisaged by the role offered to you, where applicable;
- VII. The solicitation and sale of certain products to customers is regulated by regulatory agencies like Securities and Exchanges Board of India (SEBI), Insurance Regulatory Authority of India (IRDA) and any other regulatory agencies. In certain cases, solicitation and sale of these products can only be done by professionals, who have acquired the necessary qualifications and/or licenses as mandated by SEBI, IRDA or any other regulatory agency. You are prohibited from soliciting and selling any such product without acquiring the necessary qualifications/licenses and submitting documentary evidence thereof to your immediate supervisor. You are required to keep renewing these qualifications/licenses as mandated by the regulatory agency;
- VIII. The solicitation and sale of any such products without required qualifications/licenses will be considered as a violation of terms and conditions of the Employment and Code of Conduct and will invite appropriate disciplinary action; and
- IX. An employment pass approved by the relevant authority, where applicable.

In the event that any of the conditions above is not fulfilled before you commence work with the Company, the Company reserves the right to rescind this Letter of Appointment, and you agree and accept that you shall have no claim whatsoever against the Company. If you have commenced your employment with the Company, the Company reserves the right to suspend/ terminate your employment with immediate effect, without any obligation to make to you any payment in-lieu of notice, should (a) any of the above results be unsatisfactory, (b) any of the conditions above remain unfulfilled, or (c) any information given by you (including information given in the submitted forms) is untrue or inaccurate.

The solicitation and sale of certain products to customers is regulated by regulatory agencies like Securities and Exchanges Board of India (SEBI), Insurance Regulatory Authority of India (IRDA) and any other regulatory agencies. In certain cases, solicitation and sale of these products can only be done by professionals, who have acquired the necessary qualifications and/or licenses as mandated by SEBI, IRDA or any other regulatory agency.

You are prohibited from soliciting and selling any such product without acquiring the necessary qualifications/licenses and submitting documentary evidence thereof to your immediate supervisor. You are required to keep renewing these qualifications/licenses as mandated by the regulatory agencies.

The solicitation and sale of any such products without required qualifications/licenses will be considered as a violation of terms and conditions of the Employment and Code of Conduct and will invite appropriate disciplinary action.

An employment pass approved by the relevant authority, where applicable.

In the event that any of the conditions above is not fulfilled before you commence work, the Company reserves the right to rescind its offer of employment and you shall have no claim whatsoever against the Company. If you have commenced work, the Company also reserves the right to suspend/ terminate your services having regard to the provisions of notice period contained in Appendix II, without payment in-lieu of notice, should (a) any of the above results be unsatisfactory, (b) any of the conditions above remain unfulfilled, or (c) any information given by you (including information given in the Health Declaration Form) is untrue or inaccurate (d) information given by you in the Health Declaration Form and the documents, leads the Company to believe that you are unfit to assume employment with the Company.

General Terms

DBS is required to collect employee personal data that is provided in the course of or in connection with employee employment or job application with DBS either received from employee or through the third party (vendors/consultants of DBS).

As an employee I hereby provide consent to the collection, usage and storage of personal data for the purpose of verifying employee identity and the accuracy of personal details and other information provided to DBS, performing obligations under or in connection with contract of employment with

As an employee I authorize DBS to share my personal data with DBS' Group company/affiliates and/or with any statutory authorities, within or outside c India.

The purposes listed in the above clauses may continue to apply even in the situations where employee employment with DBS has been terminated, for a reasonable period thereafter.
Such amendments, modifications, supplements and / or replacements, shall take effect upon notification by the Company.

Other

Your salary is confidential to you and is not to be disclosed to anyone. Other than yourself, it is known only to authorized staff who are required to maintain strict confidentiality. Any contravention will result in disciplinary action.

The Company has a policy against sexual harassment and is committed to providing an environment free from sexual harassment at the work place.

ANNEXURE - A

Please find detailed breakup of your Cost to Company (Basic Salary, Other Allowances and Retirals).

ANNEXURE - A Table

ANNUAL GUARANTEED CASH BREAK-UP	Per Annum Amount (INR)
Basic Pay	339,996
House Rent Allowance	170,004
Other Allowance	340,000
Statutory Bonus	0
Annual Guaranteed Cash (A)	850,000
Employer's Contribution to Provident Fund (B)	40,800
Cost to Company (A+B)	890,800

Academic Qualification

If you are currently in your last year of undergraduate study, this offer of employment is further subject to the condition that you will graduate with a bachelor's degree (or the equivalent thereof) within 3 months from the date on which you commence your employment with DBS.

Further, in the event if you do not obtain the said degree within the above defined period and fail to meet the mandatory criteria of 60% or above or equivalent CGPA within the above defined period or have backlogs for the said degree then DBS reserves the right to terminate your employment, or take any action as deemed necessary.

Acceptance

Your employment with the Company shall commence on a date to be mutually agreed with the Company. If you do not or are unable to report for work on the agreed date of commencement with a valid reason, the Company shall have the right to extend or postpone your date of commencement. In the event that the Company does not agree to extend or postpone your date of commencement, the Company may treat this Letter of Appointment as having been terminated immediately without any liability to either party. If you fail to commence at work on the mutually agreed date, this agreement stands terminated in one week from aforesaid date, without any liability to either party.

You acknowledge that you have read carefully and understand the contents of this Letter of Appointment as well as in Appendix I and Appendix II before accepting the terms of the Company's offer of employment to you and you agree to be bound by and will comply with those terms.

Please confirm your acceptance of the terms within this Letter of Appointment by January 19, 2024, failing which this offer will lapse.

Please do not hesitate to contact Shantomona BHARADWAJ at shantomona@dbs.com if you have any queries.

We look forward to welcoming you on board and wish you a successful career with DBS.

Yours sincerely,



Ashwin Kumar DOMALAPALLY
Talent Acquisition Group Team Head
Human Resources
DBS Technology Services India Private Limited (formerly known as 'DBS Asia Hub 2 Private Limited'), India

Offer electronically accepted by: Chunchu, Vishnuvardhan
Offer electronically accepted on: Jan 17, 2024 4:44 PM
Offer electronically accepted from: 125.22.91.177



Katuri Yashwanth
H.no: 3-118,Janpahad, Nereducherta Mandal ,Nalgonda,508218
Miryalaguda 508218

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

January 31, 2023

Dear Katuri Yashwanth

Congratulations! We are pleased to offer you the position of Associate I, Tech Strategy for Invesco India Pvt. Ltd. ('IIPL or Invesco') effective July 10, 2023. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with IIPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E (Transportation, Work from Home and Company Assets) attachment hereto and incorporated herein, shall constitute the entire agreement between you and IIPL regarding your employment with IIPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the successful completion of the course and the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 9,00,000. For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% - 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee. You shall not be entitled to receive any bonus payment to which you may otherwise have been entitled of or notified, if at the time of actual payment you are under notice period either because you or Company has given notice of termination as per the provisions of this Offer Letter.

Relocation Expenses:

Start Date: 10-07-2023



Katuri Yashwanth
 H.no: 3-118,Janpahad, Nereducherla Mandal ,Nalgonda,508218
 Miryalaguda 508218

INVESCO (INDIA) PRIVATE LIMITED
 15th Floor, Block 6, North Tower
 Divyasree Orion
 SEZ, Raidurgam, Serilingampally,
 Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840
 HR.Hyd@invesco.com
 CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

January 31, 2023

Name: Katuri Yashwanth

Job Title: Associate I, Tech Strategy

	Annual Compensation (Rupees.)
Basic Salary	2,70,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	5,72,640
Company contribution to Provident Fund	32,400
Gratuity as per Gratuity Act	12,960
Total CTC	9,00,000

Sincerely,

Mamata Vegunta
 Director of HR- Hyderabad



Katuri Yashwanth
H.no: 3-118,Janpahad, Nereducheria Mandal ,Nalgonda,508218
Miryalaguda 508218

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HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by I IPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of I IPL.

1.3 During the term of your employment with I IPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of I IPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with I IPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or I IPL canvass, solicit, attempt to solicit or entice any of I IPL's customers, vendors, clients or any other employee working in I IPL.

1.5 You shall not bind I IPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of I IPL.

1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to I IPL, from time to time.

1.7 You represent to I IPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with I IPL;
- and

1.8 You agree to strictly comply with I IPL's HR policy as set out in I IPL's Employee Guide during the course of your employment with I IPL.

1.9 Working in Shift

- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.

6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION

8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such invention.

9.3 You undertake to assign to IIPL, or its nominee, every such invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such invention in whatever countries IIPL may desire, without payment by IIPL to you of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the inventions, to use, modify, improve, interpret, compile, recompile and further assign such rights provided in the inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the inventions to perform your duties under this Employment Agreement. You agree not to use the inventions for your own gain. Further, you agree to not disclose any inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the inventions or in respect to any invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon

your assigns, executors, administrators and other legal representatives.

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. IIPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect or payment in lieu of any shortfall for the notice on receipt of no objection email from Line Manager.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS**14.1 Non-Disparagement:**

a) Upon cessation of your employment with IIPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of IIPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning IIPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

K. Yashwanth

Signature: _____

Katuri Yashwanth

Date: _____

16-02-2023



Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: K. Yashwanth
 Katuri Yashwanth

Date: 16-02-2023



Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

K. Yashwanth

Signature: _____

Katuri Yashwanth

Date: _____

16-02-2023



Annexure E:

PART 1. TRANSPORTATION

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

PART 2. WORK FROM HOME

It is understood that the work from home location is the city that is mentioned in the offer letter.

In certain situations, such as a pandemic, the employee might request to work from home at a location other than the one that is mentioned in the offer.

The employee would need to take explicit permission in writing from the immediate supervisor and the function leader in such situations. Such requests might be permitted depending on business need and infrastructure support available. This concession can be withdrawn based on business need and/or company policy.

PART 3. COMPANY ASSETS

To enable remote working during certain situations such as a pandemic, the company may provide the required technology assets to your location mentioned in the offer letter for remote working, in advance of your joining. In case you do not join Invesco or are no longer an employee of Invesco, you agree that you are responsible to return the same promptly to the company.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: K. Yashwanth
Katuri Yashwanth

Date: 16-02-2023

ARJUN GANDOTRA 759
160119733182



Ford Motor Private Limited

3 July 2023

Arjun Gandotra
H. No. 161, Tange Wali Gali,
Kachi Chawni, Jammu,
J&K - 180001

Dear Arjun Gandotra

Congratulations!

We take immense pleasure on your appointment as **Junior Engineer** and welcoming you as a member in our **ONE FORD** family.

We are sure that you will find your career with Ford to be exciting. At Ford, we offer tremendous opportunities for you to make the best use and **Go Further** in the journey. Ford has always been a fun, safe and rewarding place to work. We encourage you to embrace yourself in our workplace initiatives to ensure we continue to be one of the great places to work in the country.

Wishing you all the best!

Authorized Signatory

HR Signature Name (Ashok AC)

For Ford India Private Limited



**Registered Address: Plot Nos. 13,15 and 16, Survey No. 602/3 Part, ELCOT IT/ITES SEZ,
Sholinganallur, Chennai-600119, Tamil Nadu. Ph: +91-44-6474 1111, Fax: +91-44-6474 0647
Corporate Identity Number: U74120TN1998PTCO41070**

LETTER OF APPOINTMENT

3 July 2023

Arjun Gandotra
H. No. 161, Tange Wali Gali,
Kachi Chawni, Jammu,
J&K - 180001

It gives us great pleasure to confirm to you our offer of employment and set out its terms and conditions with Ford Motor Private Limited. We extend this offer, along with the opportunities it represents, with full confidence in your capabilities.

We would like to welcome you aboard as a Junior Engineer in SG04 position level and you will report to Manager within Information Technology or to such other person nominated by him / her in the Company. Your Manager will communicate details of your role and work responsibilities in the initial weeks of you joining the Company.

Your initial place of work will be at Chennai. However, it is expressly agreed that your services are transferable, and you can be seconded or deputed based on business contingencies by the company to any operations in India or abroad; whether existing as on date of your appointment or to be established under the management and/ or ownership of Ford Motor Company.

Although this offer remains in effect until and including 7th July 2023 we would appreciate being advised of your decision as soon as possible. Please review the Global Personal Identifier Data Collection and Use Statement found at this link. We will be sending you a request for your necessary personal information soon after acceptance of this letter. Your offer acceptance and provision to us of the information required to generate a GPID is your consent to this GPID Statement. Upon acceptance we will assign to you (if you don't already have one) a Global Personal Identifier (GPID) which will uniquely identify you and distinguish you from other individuals within Ford in a globally consistent manner. This GPID is used openly to identify individuals at Ford and to help control access to Ford systems, facilities and services. To generate a GPID, we will require you to provide your day, month and day of the week of birth. Your name and partial birthdate information will be retained in the GPID system which is located in the United States.

COMPENSATION AND BENEFITS:

- Your remuneration will be as elaborated in Annexure A, which forms an integral part of this offer of employment. Your remuneration has been arrived at, based on your background and merit. You are expected to keep this information and any changes made therein from time to time as personal and strictly confidential. In case you have any queries, you may discuss the matter with your human resource representative. The company in accordance with its prevailing policy and practices will review your compensation periodically.
- Your remuneration will be subject to statutory and other deductions as per company policies and practices. You will be responsible for your tax liabilities and compliance under applicable tax laws and regulations.
- The company reserves the right to discontinue or modify any compensation, incentive, benefit, perquisite plan, program or practice. Moreover, the very brief summaries contained herein are subject to the actual terms and conditions of such plans, programs and practices.

- In addition, you will be reimbursed all official expenses incurred during the course of employment as per company policy, as laid down from time to time.

WORKING HOURS:

- The normal working hours will be for a duration of not exceeding 48 hours a week. Subject to the prevailing statutory provisions, the company may require you to work on any shift or public / weekly holidays based on business requirements.

PROBATION:

- You will be on probation for a 6 Month(s) from the date of your commencing work. Unless notified to the contrary, you will be deemed to have been confirmed as a regular employee of the company on completion of the period of probation. This period may be extended at the absolute discretion of the company. During probation or at any time before confirmation, your services shall be liable to be terminated by either side giving one month's notice in writing or payment of salary in lieu thereof.

TERMINATION:

- Either party may terminate your employment at any time by giving to the other party 2 Month(s) written notice or payment of salary in lieu thereof. The decision on waiver of notice period or accepting notice pay in lieu of notice period will be at the management's discretion.
- Notwithstanding the above, the company reserves the right at all times to terminate your employment forthwith, without notice or payment in lieu of notice, if you are involved in gross negligence, misrepresentation, misconduct or any criminal offense or any other moral breach of your responsibilities.

RETIREMENT:

- Upon attaining the retirement age, your employment with the company will terminate. The present retirement age for this position is 60 (SIXTY) years. However, the employment can be extended for maximum period of two years with a consent from the employer / employee.

OTHER TERMS AND CONDITIONS:

- You will be governed by the rules and regulations of the company as applicable, enforced, amended or altered from time to time during the course of your employment. You are expected to comply with all directions given to you by the company and faithfully observe all the rules, regulations and arrangements applicable to you.
- While in the employment of the company, you are in no way allowed to be employed by any other company on a permanent, temporary, full time or part-time basis or offer your services, with or without pay, to any physical person, legal entity or public authority or to be occupied in your own business without the prior knowledge and consent of the company.
- You are required to disclose fully to the company all your business interests whether or not they are similar to or in conflict with the business(es) or activities of the company, and all circumstances in respect of which there is, or there might be, a conflict of interest between the company and you or any immediate relatives.

CONFIDENTIALITY:

- The terms of this offer is strictly confidential in nature and you shall not disclose to any unauthorized person, either during or after your employment with the company, for any reason, any information about the interest or business of the company or any affiliated Companies.
- You are not expected to disclose any information or documents, official or otherwise relating to the company without prior approval from the management in public papers, journals, pamphlets, leaflets and in virtual media.
- Any invention, development, discovery, formulae, 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 be disclosed to the company and shall belong to and be the absolute property of the company.
- Upon termination of your employment with the company, you will be required to return to the company, all the assets and property of the company (including any leased properties), documents, files, books, papers, memos or any other property of the company in your possession or under your control.

GENERAL:

- Your employment is contingent on the results of a background check, which may include a personal history check and reference checks, and can include verification of education and work history. If the results of these investigations reveal information that is inconsistent with our standards, this offer may be cancelled or your employment with the company may be subject to immediate termination.
- This appointment will be contingent on you declaring your medical condition, which is deemed fit. Please submit your medical declaration to the company prior to you actually joining the services of the company.
- This offer letter, together with the annexures, constitutes the offer of employment, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the company or its affiliates.
- You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter at the earliest. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. In the event of us not hearing from you within a reasonable time period, it will be assumed that you have declined our offer of employment and the offer will automatically stand withdrawn.

We would like you to join the Company on or before 7/17/2023. At the time of joining, it is mandatory for you to submit the documents mentioned in your welcome email.

We welcome you to our company and wish you a long-lasting and rewarding association with us

ANNEXURE A

Name	Arjun Gandotra	
Grade	SG04	
Designation	Junior Engineer	
	Monthly	Annually
Salary Break Up	Rs 40985	Rs 491823
Base Salary	16394	196729
Flexible Benefit Allowance	24591	295094
Total Cash (A)	40985	491823
Retirals (Employer Contribution) (B)	2756	33070
Provident Fund	12% of Base Monthly Salary	12% of Base Annual Salary
Gratuity	4.81% of Base Monthly Salary	4.81% of Base Annual Salary
Total Pay (A+B)	Rs 43741	Rs 524893
	Sum of Monthly Base Salary + Flexible Benefit Allowance + Provident Fund + Gratuity	Sum of Annual Base Salary + Flexible Benefit Allowance + Provident Fund + Gratuity
Performance based Variable Pay (C)		Rs 75132
Total Cost to the Company (A+B+C)		Rs 600025

ANNEXURE – B Additional Benefit Information

A. Reimbursements and Allowances in the Flexible Benefits Plan:

1. **Telephone Reimbursement:** You can claim reimbursement of telephone expenses, at actuals, and subject to a maximum of INR 24,000/- per annum for SG01 to SG04, FCG; and INR 36,000/- per annum for SG05 to SG08
2. **National Pension Scheme (NPS):** NPS is a voluntary scheme introduced by the Government of India to enable individuals to save for their retirement. Employees can contribute towards NPS Corporate Model through FBA module in ADP with a minimum contribution of INR 500 per month and without any upper limit. Only up to maximum of 10% basic salary is tax exempted out of the amount contributed towards NPS Corporate Model. This tax exemption is over and above 80C limit of INR 150,000/-.
3. **Leave Travel Allowance:** You can claim reimbursement of your holiday travel expenses incurred for self, spouse, dependent children, siblings, and parents up to a maximum of INR 50,000 per annum for SG01 to SG04, FCG and INR 100,000/- per annum for other grades. As per the prevailing tax rules, leave travel allowance can be claimed twice in a block of four calendar years.
4. **Meal Allowance:** This is a voluntary program and is applicable to employees based in non-plant locations only. You can choose to allocate up to INR 26,400 per annum from your FBA to meal allowance, which will be subject to tax exemptions as per prevailing income tax rules.

All claims for reimbursement of expenses should be supported by appropriate bills/ receipts.

Please note that these reimbursements/ allowances will be considered for tax calculations based on prevailing tax rules that may change from time to time. Retirement Benefits:

B. Incentive or Performance Incentive:

You will be eligible for Performance Incentive and / or bonus only if you are an employee on the rolls of the company as on 31st December of the performance year for which the annual Performance Incentive and / or bonus is declared or as per the applicable statute. Further you will be eligible to receive this payment only if you are on the rolls of the Company on the date on which the annual performance incentive and / or bonus is notified. At target performance level, your bonus payout will be equivalent to 15% of the average total cash for your grade. Bonus payments are based on company and individual performance and will vary based on these parameters. In case of a grade change during the year, the target bonus will be pro-rated for the number of months worked in the prior salary grade. Any employee drawing monthly basic salary less than or up to INR 21,000 will be eligible for INR 16,800 Bonus per year as per Bonus legislation. Bonus will be paid to eligible employees on monthly basis, and this will be prorated based on working months/days. This will be part of FBA.

C. Retirement Benefits:

1. **Provident Fund:** The Company will contribute 12% of your base salary towards PF. The company contribution to PF will be in line with and compliant with the prevailing statutory provisions.
2. **Gratuity:** The Company will make provision for payment of gratuity in accordance with the Payment of Gratuity Act. You will be eligible for gratuity on leaving the services of the company at the rate of 15 days of Base salary for every year of service. This will be capped to a maximum of INR 2,000,000 in case of employees joining on or after 1st October 2018.

D. Life & Medical Insurance Benefits:

1. **Life Insurance:** You will be provided a life insurance cover based on your grade. The coverage available by grade is as below

Grade	Insurance coverage (Rs.)
GSR 1, 2 & 3	6,00,000
GSR 4, 5 & 6	7,50,000
GSR 7 & 8	10,00,000

1. **Hospitalization Insurance:** You, your spouse and two dependent children; or You and your LGBTQ partner will be covered under the company's hospitalization insurance policy. The annual medical insurance cover is INR 350,000/- per family insured and an additional INR 50,000 if you have enrolled a third child. You can opt to cover your parents and a third child under our hospitalization insurance policy by paying the stipulated premium.
2. **Personal Accident Insurance:** You will be provided a personal accident insurance cover for a sum equivalent to sixty times of your monthly basic salary
3. **Employee Deposit Linked Insurance:** Sum insured INR 702,000
4. **Dependent Benefit Scheme:** This is paid in the event of death of the employee enrolled in this scheme, due to any reason including accident. The amount paid to the beneficiary(ies) depends on the contribution from all employees who have enrolled in this scheme, which is further matched by Ford to a max of INR 500,000.
5. **Gratuity Risk Cover:** Varies by Age and Tenure.

E. Other Benefits: (Please ensure Other Benefit is sequenced as E since we removed the above Paragraph

1. **Long Service Awards** You are eligible to receive service awards on completion of five, ten and fifteen and twenty years of service.
2. **AP Recognition Program** You are eligible to receive awards under this program. This program aims to recognize employees who have exhibited an enterprise view, displayed an innovation mindset, behaviours in line with our Ford+ Behaviours. You could refer to the AP recognition Policy in LifeatFord portal for

3. Transport

more details.

Depending on the location of work, you may have access to subsidized transportation facilities.

4. Crèche

Depending on the location of work, you may have access to the Crèche facility.

5. Non-Standard Shift Allowance

Depending on your work timings, you may be eligible for non-standard shift allowance of Rs.475/- per day.

6. Variable Location allowance

Depending on the location of work and grade, you may be provided with Variable Location Allowance.

Please refer to the policy documents or reach out to your HR representative for more details on the above allowances, reimbursements, and benefits.

The above-mentioned benefits are provided at this point of time and will be subject to revision from time to time based on Company's discretion.

ORACLE

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

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

Private & Confidential

24 May 2023

Sai Nivedh Kumar Maram

Dear Sai Nivedh Kumar,

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

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

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

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

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 309,525.16** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within

the parameters of the Relocation Policy.

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

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

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

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

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

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

On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Tanya Ho-Wai (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

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

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

160114733302

CSE1



Congratulations on your offer with Deloitte!

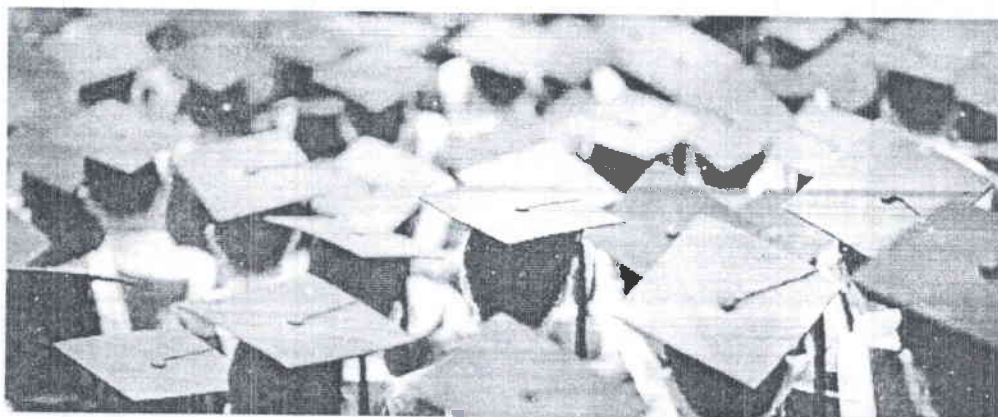
1 message

Recruiting at Deloitte <donotreply@deloitte.com>
Reply to: system.admin@avature.net
To: 302krishnaveni@gmail.com

Thu, 1 Jun, 2023 at 12:14

Deloitte.

Deloitte India (Offices of the US)



Dear Oruganti,

Congratulations!

Welcome to the Deloitte family.

We are pleased to extend the Employment Offer to you.

Please formally accept/decline [this offer](#) within 3 days (three days).

Should you accept this offer, a separate link will be emailed to you to upload all mandatory documents for background verification.

Please do the needful within three days, failing which this offer maybe withdrawn at the sole discretion of the Deloitte India (Offices of the US).

This offer and your employment with Deloitte India (Offices of the US) are conditional upon the successful background investigation into matters relating to your suitability for employment by Deloitte India (Offices of the US), including, successful completion of your current graduation/ post-graduation program and the submission of your mark sheets and passing certificate on/ before your date of joining and prior employment (if any).

At Deloitte we believe we can be successful only when we help others succeed. As a leading professional services firm, we take pride in investing in our people's personal and professional aspirations.

Keeping this in mind we bring to you onboarding assistance services providing personalized guidance for your seamless transition into the organization.

- **Background Investigation** - Should you accept this offer, a separate link will be emailed to you to upload all mandatory documents for background verification. Please note, this form requires you to provide seven years of history including employment and residence information. Please ensure you gather the appropriate documentation to accurately complete the form with exact dates, addresses, etc. It is vitally important that you do not estimate any information submitted. Once you have accepted your offer, First Advantage will conduct a background investigation based on the information submitted. The background investigation process involves verifying the information you submitted. Any and all discrepancies will be flagged and reviewed. Please complete the Background Investigation Form within 24 hours of receiving the link.
- **New Hire Registry** - You will also receive an email from Deloitte directing you to the Talent on Demand portal asking you to complete the New Hire Registration. The New Hire Registration enables your information to be input into the Deloitte HR systems. You will be asked to verify the information populated from your employment application and correct any errors or omissions. In order to complete this step you will need to enter emergency contact names, phone numbers, and addresses as well as bank routing number for direct deposit.

Note:

- Should you have any questions, please contact your Deloitte recruiter.
- It is mandatory to e-sign the offer letter as a confirmation of your acceptance.

As of December 6, 2021, all personnel should be fully vaccinated against COVID-19 to access any Deloitte US India office facilities. "Fully vaccinated" is defined as 15 days after the administration of the second dose of the vaccine or as further defined by Central/State government protocols and guidelines. Employees who have personal circumstances that prevent them from complying with this policy may request flexibility.

Deloitte Consulting India Private Limited will periodically review our policy as the pandemic evolves and make any appropriate adjustments. Client vaccine requirements will determine whether personnel are eligible to work on-site at a client facility.

Regards
Deloitte India (Offices of the US)



16011973 3303

CSE-2

2023 panout



Barclays Global Service Centre Private Limited
DLF IT Park, Level 8, Building 9A and B
Nandambakkam Post, Ramapuram,
Mount Poonamallee Road, Manapakkam, Chennai
Tamil Nadu
600089
India
Phone: +91 2261752000

28 April 2023

K Vaishali
4-7-44/57, N M Guda, Kishan Bagh,
Bahadurpura
Hyderabad
500064

Dear Vaishali,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values form a critical part of how Barclays is changing and the Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Head - HR Operations and Payroll

C.B.I.T

E-MAIL & WEB SERVICES

160119733304

Placements HEAD <placements@cbit.ac.in>

RE: CBIT I List of Final Selects

2 messages

campusrecruitmentmailbox-india@barclays.com <campusrecruitmentmailbox-india@barclays.com>

Mon, Aug 22, 2022 at 6:49

To: placements@cbit.ac.in

PM

Cc: ugs19035_it.hanoch@cbit.ac.in, swapna.varun@barclays.com, aditi.sakhare@barclays.com, isaac.s@barclays.com

Dear Placement Team,

We are pleased to inform that the following candidates have been shortlisted as final selects for Barclays after the interview process.

Please Acknowledge and confirm their acceptances at the earliest.

S. No	Name	Gender	Stream
1	Akanksha Kasturi	Female	Computer Science
2	Akshitha Jillella	Female	Computer Science
3	Ashritha	Female	Information Technology
4	Bhavana Balimidi	Female	Computer Science and Engineering
5	C T Richa Bhavani	Female	Information Technology
6	Dasari sai nishitha	Female	Computer Science
7	Dineesha Peddineni	Female	Information Technology
8	Doosa Sharan Prabhath	Male	Information Technology
9	Gayathri Vavilala	Female	Information Technology
10	Hari Priya Kusuma	Female	Information Technology
11	Juwairiyyah	Female	computer science and engineering
12	Kavya Shri Vayyala	Female	CSE
13	Kiran Nagarapu	Male	Information Technology
14	Komma Shashank	Male	Computer Science

Campus Program : State Street Corporation (STT India)

Dubai, Pratima <PDubey4@statestreet.com>

To: "placements@cbit.ac.in" <placements@cbit.ac.in>

Cc: "Sheoran, Rnusha" <RSheoran@statestreet.com>, Anjitha V B <A12bc2@statestreet.com>

Hi Pratima,

Trust you are doing well and thank you for providing STT the time and opportunity for conducting our maiden campus campaign for 2022.

We are pleased to inform you that the following students from CBIT have been shortlisted for our Internship Program.

Pursuant to the same, request you to confirm if the shortlisted students are reserved for State Street to proceed with next steps.

Also, we take this opportunity to Congratulate you on the success of your students and trust it was an enriching experience for the students as much as it was for us

Sr.No	Candidate Id	Candidate Name	Primary Email	Mobile	Status
1	7938425	Ande Naresh	andenares01@gmail.com	9133486142	Final Select
2	7938127	Dasa Harika	harikadasa2002@gmail.com	9154208802	Final Select
3	7938609	M.vinitha Reddy	vinithareddie207@gmail.com	8106523499	Final Select
4	7938115	Chidrupi Medavarapu	medavarapuchidrupi0012@gmail.com	7386168536	Final Select
5	7937989	V.sravani	ugs19305_cse.sravani@cbit.org.in	9849329464	Final Select
6	7937883	Gadipeddapur Preethi	gadipeddapurpreethi@gmail.com	9398574018	Final Select
7	7938195	Tarun Kasula	ugs19112_eca.tarun@cbit.org.in	8897536706	Final Select

Backups :

Sr.No	Candidate Id	Candidate Name	Primary Email	Mobile	Status
1	7937939	Ankitha Vankudothu	ankitha.vankudothu@gmail.com	9100184397	Backup
2	7938639	Gole Akanksha	akankshagole2000@gmail.com	7032035375	Backup
3	7937915	Kavya Shri Vayyala	kavivayyala@gmail.com	9398929626	Backup

Regards,

Pratima

From: Dubai, Pratima

Sent: Monday, October 10, 2022 6:38 PM

To: "placements@cbit.ac.in" <placements@cbit.ac.in>

Cc: Sheoran, Rnusha <RSheoran@StateStreet.com>; Anjitha V B <A12bc2@StateStreet.com>

Subject: RE: Registration & Uploading Resume

Information Classification: ** Limited Access

Hi Pratima,

Please find the below shortlist from today's assessment and request you to please share details with candidates.

 These candidates will go through hiring Manager Video interview scheduled tomorrow, 11th Oct and further Shortlist will go through HR interview same day.

Note : Students need to join link 15mins prior to scheduled time to avoid any technical glitch and Video must be on for interviews

Feel free to reach out to me or team if you need any help.

Sr.No	Candidate Id	Candidate Name	Primary Email	Mobile	Panelist

367

Placements HEAD <placements@cbit.ac.in>

160119733307

C.B.I.T

E-MAIL & WEB SERVICES

Placement Opportunity & Engagement with Prodapt- 2023 Fulltime Batch & Way forward

Chandramouli Ramamurthy <chandramouli.r@prodapt.com>

Wed, Jul 6, 2022 at 1:43 PM

To: Placements HEAD <placements@cbit.ac.in>

Cc: Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, CSE HEAD <hod_cse@cbit.ac.in>, IT HEAD <hod_it@cbit.ac.in>, ECE HEAD <hod_ece@cbit.ac.in>, Director-Academics <director_academics@cbit.ac.in>, Joint Director_Academics <jd_academics@cbit.ac.in>

Dear Sir

Please find the details below, kindly help us with slots

Eligible branches - CSE/IT/EEE/ECE

Criteria – 60% from 10th /12th & graduation till last semester

CTC: Super dream 7.5 LPA, Dream 5.5 LPA, Normal 4 LPA (based on online assessment & evaluation process)

JD: Enclosed

Thanks

Chandru

[Quoted text hidden]

[Quoted text hidden]

 JD SE.docx
83K

Sl.No.	Roll No.	Name	Branch	Mail	Phone	Final offer level
1	160119733043	Rohit sunkara	CSE-1	ugs19043 cse.rohit@cbit.org.in	8328117725	Dream
2	160119733038	Nikhil Madagoni	CSE-1	ugs19038 cse.nikhil@cbit.org.in	8688858478	Dream
3	160119733054	Tagore Naralasetti	CSE-1	ugs19054 cse.tagore@cbit.org.in	8179583548	Dream
4	160119733103	Koppula Sai Charan	CSE-2			Dream
5	160119733307	Mothkula Vinay Goud	CSE-2	ugs19307 cse.mothkula@cbit.org.in	8498878785	Dream
6	160119733164	Thota Sai Chetan	CSE-3	ugs19164 cse.sai@cbit.org.in	9959971983	Dream
7	160119733159	Prashanth Kumar Madhasu	CSE-3	ugs19159 cse.prashanth@cbit.org.in	7989188700	Dream
8	160119733158	Bodalapalle Pavan Sai	CSE-3	ugs19158 cse.pavan@cbit.org.in	9381950753	Dream
9	160119735087	Chaitanya Jonnadula	ECE-2	ugs19087 ece.chaitanya@cbit.ac.in	9963335976	Dream
10	160119735111	Yerramsetti Suraaj	ECE-2	suraajyerramsetti@gmail.com	9121994407	Dream
11	160119735140	Chirag Agarwal	ECE-3	ugs19140 ece.chirag@cbit.ac.in	8008882598	Dream
12	160119735313	Gaddam Likhitheshwar	ECE-3	ugs19313 ece.gaddam@cbit.ac.in	7842202111	Dream
13	160119737041	Mohammed Fawwazuddin	IT-1	ugs19041 it.mohammed@cbit.ac.in	9704860886	Dream
14	160119737073	Manasa Bedadha	IT-2	ugs19073 it.manasa@cbit.ac.in	9390410617	Dream
15	160119737070	Jyothi Swaroopa Jinka	IT-2	ugs19070 it.jyothi@cbit.ac.in	9390452175	Dream
16	160119737142	Shriya Dornala	IT-3	ugs19142 it.shriya@cbit.ac.in	8688644933	Dream
17	160119737145	Swetha Reddy	IT-3	ugs19145 it.swetha@cbit.ac.in	6302668449	Dream
18	160119737031	AVINASH KOPPULA	IT-1	ugs19031 it.avinash@cbit.ac.in	9014711875	SuperDream

V. Sravani

160119733305

CSE-2 ↓

STATE STREET[®]**Private and Confidential – Offer of Employment**

July 12, 2023

V Sravani

Dear V:

On behalf of SS CORP SVCS MUMBAI PVT LTD (the "**Company**"), a subsidiary/related corporation of State Street Corporation ("**State Street**"), we are excited to provide you with this full time offer of employment (the "**Offer of Employment**"), and we are delighted that you are considering joining our company! We look forward to having you on board.

The core mission of State Street is to help create better outcomes for the world's investors and the people they serve through leadership, innovation, and decisive action. Hiring talented employees like you is one critical step towards fulfilling our mission.

Your employment will be on the terms set out in this Offer of Employment and the associated Terms and Conditions document, together known as "**the Agreement**".

Position Details

Your expected start date is August 28, 2023. You will be employed in the position of Alpha Application Engineer, Associate 2 with a Bank Title of Associate 2.

Your normal place of work is at Salarpuria Sattva Knowl City in Hyderabad and, from time to time, the home address you have on file. Your working pattern at these locations is subject to agreement with your line manager and may vary to accommodate the needs of our business. You may be required to travel to and work at such other locations as the Company may require from time to time. The Company reserves the right to change your principal place of work.

Base Compensation

You will be paid a base salary at the annual gross rate of ₹1,100,000.00.

You will be eligible for overtime.

Incentive Compensation

STATE STREET[®]

You will have the opportunity to earn variable, discretionary incentive pay in addition to salary. Your incentive compensation will be determined based upon by the performance of the State Street consolidated group of companies, the individual business unit for which you work, and your individual performance. Your incentive compensation will be delivered in (1) immediate cash, or (2) amounts payable at a future date (i.e., "deferred awards") in cash and/or shares of State Street common stock. You will be eligible to participate in the State Street Corporation Incentive Compensation Program, ("the Plan").

STATE STREET®

Acceptance and Acknowledgment

By signing and dating below, I represent and agree that I have read, understand and agree to the terms and conditions of the Offer of Employment as set forth above and the associated Terms and Conditions Document.

The acceptance must be received no later than 3 business days from the date reflected above or the offer will expire and be of no further force or effect.

I am delighted to extend this Offer of Employment to you on behalf of State Street and hope that you will choose to join our team.



For and on behalf of the Company
Narasimhan SL, Global Head of Talent Acquisition

July 12, 2023

Accepted and Agreed

Name: V Sravani

Signed:

Date:

Offer Cum Appointment Letter

CSE-2

YEDLAPALLI SHISHIRA

160119733308

Ph - 7893818750

May 12, 2023

yedlapalli.shishira@gmail.com

NF/HR/OFFER/May/2023-24

Dear Yedlapalli Shishira,

Congratulations! We are delighted to make you an offer as a **Software Engineer** in the **Technology and Innovation** department of NowFloats Technologies Pvt Ltd. ("Company") and the location shall be **Hyderabad, Telangana**.

The terms and condition of the employment are as follows:

1. Commencement of Employment:

Your full-time employment as a r shall be effective from **23rd May 2023** at your base location subject to the completion of your academic course/exit formalities from the previous employer. In case you do not report for duty on or before your date of joining, this offer of appointment will stand cancelled or withdrawn. Your appointment stands effective from the date you join the Company.

Further, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Group Company.

2. Location

Your location of employment is Hyderabad, Telangana(L1, Vamsirams Jubilee Casa, Road no 62, Jubilee Hills, Hyderabad 500033). However, the Company reserves the right to ask you to relocate to any of its units, departments or the offices of its affiliates* and/or the office(s) of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

3. Compensation:

Our offer to you includes an annual fixed compensation of **Rs.6,00,000/-**. Apart from the annual fixed compensation, you shall be additionally entitled to a Half Yearly Retention Linked Incentive of **Rs.2,00,000/-**. the payment of which will depend on the presence of the individual on the company rolls on the date as specified in Annexure 1. It is also dependent on the performance level of the individual, the concerned business, and the overall organization subject to the QRLI policy which will be decided by the company from time to time. A detailed break-up of the compensation package is given in Annexure I. The company reserves the right to change or modify the manner, composition or mode of delivering compensation in its full discretion.

4. Benefits program:

Company is committed to providing employees comprehensive and competitive levels of compensation and benefits. Our salary and benefit programs are competitive in our industry and are designed to meet the needs of employees and their families. You will be eligible for the benefit plan as adopted by the company from time to time which shall be governed by the terms of applicable plans. Please refer to the annexure for a description of each benefit program.

5. Information given or Background verification:

The Company reserves the right, to undertake background verification/reference checks based on need from time to time. The commencement or continuation of your employment with the Company is contingent on the results of a background check which includes reference checks and verification of academics. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded or your employment with the Company may be subject to immediate termination. You are requested to provide us with necessary information to enable background verification as required (refer to Annexure II for requirements).

6. Confidentiality:

You must always maintain the highest degree of secrecy and keep confidential the records, documents and such other information relating to the business of the Company which may be known to you or confided in you by any means in the course of your employment with the Company.

7. Exclusivity

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

8. Representations and warranties:

By signing this letter, you are representing to the Company your acceptance of this offer and agreeing to the employment of the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other entity in order to accept this offer of employment.

You further warrant and represent that you are not subject to any restrictive covenants or other continuing obligations that in any way restrict your ability to engage in or solicit any business of any type engaged in by the company or participate in recruiting or staffing efforts on behalf of the company.

You further represent and agree that you will not knowingly use or otherwise disclose any confidential, business and proprietary or trade secret information obtained as a result of any prior employment in connection with the performance of your job duties for the company, unless specifically authorized to do so by someone with the appropriate authority from the applicable place of former employment and that this provision should be regarded as this company's instruction for you not to do so.

9. Rules Regulations and Policy on Ethics:

You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company publishes from time to time. These include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee.

10. Termination of Employment:

- a. **Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.
- b. **Performance:** Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.
- c. **Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.
- d. **Absenteeism:** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - I. Return to work within 8 days from the commencement of such absence, and
 - II. Give an explanation to the satisfaction of the Management regarding such absence
- e. **Medical Fitness:** The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you may be terminated from employment.
- f. **Notice Period:** Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving two months' notice in writing or payment of pro rata two months' salary, in lieu thereof. Likewise, you may resign from employment without cause by giving two months' notice in writing or by payment of pro rata two months' salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 2 months, without any pay in lieu of the notice period.

- g. Termination for Misconduct: Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency.
- h. Suspension: You may be placed under suspension, without salary, pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- i. Harassment: The Establishment considers harassment and discrimination of any nature to be an unacceptable form of behaviour, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

11. Dispute Jurisdiction:

It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Hyderabad and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Hyderabad.

This letter supersedes any prior oral or written understanding regarding the terms and conditions of your employment with the Company, and any changes to such terms must be in writing and signed by you and an authorized representative of the Company.

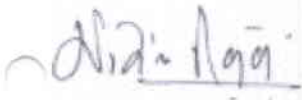
We believe that you are capable of making an outstanding contribution and we can offer you a challenging and rewarding career at NowFloats.

Please review this letter and sign this copy on or before **23rd May 2023**, as this date represents the expiration of this offer letter.

Sincerely,

For NowFloats Technologies Ltd

Accepted



12.05.2023 23:40 IST
Nitin Bajaj

Nitin Bajaj
Chief Operating Officer

Annexure I

Sl.No	Salary Components	Monthly	Quarterly	Annualised
1	Basic	20,000	-	2,40,000
2	HRA	10,000	-	1,20,000
3	Medical Allowance	4,167	-	50,000
4	LTA	5,000	-	60,000
5	Special Allowance	9,033	-	1,08,400
A	Gross Salary	48,200	-	5,78,400
B	Company's contribution to PF*	1,800	-	21,600
	Total Fixed Pay (A+B)	50,000	-	6,00,000
C	Half Yearly Retention linked Incentive*	-	1,00,000	2,00,000
	Total Cost to Company (A+B+C)			8,00,000

In addition to the above cash compensation, you will be eligible for other benefits like.

- *The provident fund plan is a contributory plan and employee should contribute at minimum 12 % of PF wages every month in addition to the 12%, which is contributed by the Organization. On leaving the company, employee can either withdraw or transfer the balance in his PF account.
- Half Yearly Retention Linked Incentive** amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on you continuing to be on the company rolls, and meeting baseline performance expectations. It payable to you in the payroll for the next complete quarter from your date of joining (including prorated arrears for the partial quarter). It is payable only if you are active on NowFloats' payroll on the day of the payout, and will repayable by you if you chose to resign from the services of the company within six months from the date of the payout for each quarter.
- In addition to the above cash compensation, you also have the following benefits:
 - Coverage under the Group Medclaim policy as per the Company's policy.
 - Coverage under Group Accident Insurance Scheme as per the Company's policy.
 - Coverage under Group Life Insurance Scheme as per the Company's policy.
- All tax liabilities arising out of the above compensation shall be borne by the employee. Tax at source will be deducted as per the Income Tax Act.

Annexure- II

INFORMATION SHEET

Documents required to be submitted on or before the date of joining
Before the date of joining, you are required to submit all the documents mandatory as mentioned below,

- a) Class 10 (or equivalent) Marks Sheet (s)
- b) Class 12 (or equivalent) Marks Sheet (s)
- c) Graduation Marks Sheet (s)
- d) Final Graduation Degree Certificate
- e) Post Graduation Marks Sheet (s) (if applicable)
- f) Diploma Certificate (if applicable)
- g) Prior Experience Certificate (s) (if applicable)
- h) Passport (Optional)
- i) PAN Card
- j) Aadhar Number (only for one-time verification and for enrolment into benefits programme, will not be stored)
- k) Cancelled Cheque or Passbook.



Name: Ragula Chaithanya

Branch: B-E ~~CSE~~ - 2

RollNo: 1601-19-733-309

Contact No: 7013161083

MailId: Ragula.chaithanya@gmail.com

Broadridge Financial Solutions (India)
Private LimitedSurvey No. 64 (Adjacent to Cyber Towers)
Hi-Tec City, Madhapur, Serilingampally Mandal
Ranga Reddy District, Telangana-500081
CIN: U74999TG2007PTC052368B +91 40 6627 8000
F +91 40 6602 8444
E info-brindia@broadridge.com
www.broadridge.com

Nov 06,2023

Ms. Ragula Chaithanya

H.No: 3-1-65/1, Mehar Nagar, Sircilla, Rajanna Sircilla, Telangana 505301

Dear Ragula,

Congratulations! Subsequent to the discussions we had with you recently, we are happy to make you an offer in our organization Broadridge Financial Solutions (India) Private Limited ("the Company" or "we"). Please find the details below the terms for the said offer:

Position:	Member Technical
Grade:	G2L1
Work Schedule:	Full Time
Date of Joining:	On or before Nov 09,2023, in event you don't join on the date of joining herein, this offer shall cease on the said date of joining. Any exception hereof shall be communicated and acknowledged by the Company in writing.
Compensation:	Your CTC is INR 10,00,000/- per year. Detailed breakup of the CTC is provided in Annexure 1.
Probation Period:	You will be on probation for a period of 6 months from their date of joining the Company. The probation will be in accordance with the Company's probation policy.
Notice Period:	This employment is at-will Notice period during probation is 30 days and post confirmation of probation is 90 days. Either party can terminate the employment contract by serving the requisite notice period or salary in lieu of notice period. Separation hereof will be governed by Company's separation policy.
Place of work:	Your initial place of work will be at Bangalore. However, your services are transferable, and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business. Any change with respect to your place of work will be as per Company's sole discretion and approval.
Working Hours:	The Company works 7 days a week, twenty-four hours a day. You will be required to work for 9 hours a day (Including a break of 1 hour) for / 5 days a week and your weekly off may not necessarily be on Saturday and Sunday. You will be required to attend office and work during the hours assigned to you by your reporting manager which may include night shifts.
Relocation:	You are eligible to avail the relocation assistance extended to new hires for relocating to Hyderabad /Bengaluru as per your place of work defined above subsequent to the offer of employment made by the Company.



The Company pays for expenses related to travel, hotel accommodation, transportation of personal luggage, any fee paid to a real estate agent and miscellaneous expenses subject to the amounts specified below:

- If you are single, you are entitled to claim upto a maximum of Rs.75,000/ or actual, whichever is lower.
- If you are married, you are entitled to claim upto a maximum of Rs.1,25,000 or actual, whichever is lower.

Affirmation: You hereby affirm that you are legally eligible for this employment with the Company and do not have employment related constraints from your previous employers by virtue of contract executed with them, you further affirm that you shall not use any confidential information of your prior employers or related third parties while in employment at the Company.

Policies: Your employment with the Company will be subject to the company's policies, procedures and as applicable from time to time.

Background verification: Your employment is subject to a clear background verification check event, in absence of the same the Company at its discretion shall take suitable action. Further, by accepting this offer you expressly provide your consent to to collect, use, process and store your credentials data including but not limited to, your name, address, date of birth, passport, Aadhar number, PAN, driving license, biometric, telephone number and email address ("Data") by the Company or its designated third party for the purpose of background verification with respect to your employment with Company. You are required to sign a copy of this letter confirming the acceptance and compliance of the terms of offer existing and modified from time to time within 5 days from this offer letter, post which this offer shall cease, except and otherwise as agreed by the Company at its discretion.

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

Sincerely,

Accepted

Ritu Rakhra
Head – Human Resources

Ragula Chaithanya



Broadridge Financial Solutions (India)
Private Limited
Survey No. 64 (Adjacent to Cyber Towers)
Hi-Tec City, Madhapur, Serilingampally Mandal
Ranga Reddy District, Telangana-500081
CIN: U74999TG2007PTC052368

B +91 40 6627 8000
F +91 40 6602 8444
E info-brindia@broadridge.com
www.broadridge.com

Annexure 1

Name : Ragula Chaithanya
Position : Member Technical, G2L1

CTC Break Up		Per Annum
Base	Basic (50% of Total Fixed)	444168
	HRA	177667
	Flexible Allowance	243101
Costed Benefits	Sodexo	15000
	Internet	8400
Total Fixed	Base + Costed Benefits	888336
Retirals	PF	53300
	Gratuity	21365
Statutory Bonus	Statutory Bonus	36999
CTC	Total Fixed + Retirals + Statutory Bonus	1000000

The following components are available under "Flexible Allowance" for you to make allocations and claim tax benefit in line with the Income Tax laws:

- Sodexo
- LTA
- NPS



Annexure 2

1. Bonus

Statutory Bonus: You will be eligible for a Statutory bonus (8.33% of basic) and the payouts would be made every month

2. Retirals

Provident Fund: Provident Fund (12% of Basic) will be deducted from your salary. The Company will also contribute a matching amount towards your Provident Fund. The PF related components of the compensation would be governed by the relevant statutory laws as may be applicable from time to time.

Gratuity: The Gratuity is paid to the associates as per the Gratuity Act, 1972. For every completed year of service, the Company shall pay gratuity to you at the rate of fifteen days' wages based on the rate of wages last drawn by the employee on retirement or resignation from the services of the Company on completion of at least 4 years 190 days of continuous service.

3. Benefits

3.1 Insurance Benefits

Health Insurance: You as an associate are covered under the Group Medical Insurance policy from day one of employment. Dependents are also covered basis your declaration on the portal.

Dependent Coverage: Spouse, Children, Parents/ Parents-in-law

Personal Accident Insurance: You as an associate will be covered under the Group Personal Accident Insurance Plan

Group Term Life Insurance: You as an associate will be covered under the Group Term Life Insurance

3.2 Holidays & Leaves

You are eligible for Earned leaves of 18 days, Casual Leaves of 12 days and Sick Leaves of 12 days per calendar year on a pro rata basis. You are also entitled to all the Public Holidays notified by the Company. Leave should be taken at times mutually agreed between you and your reporting manager.

For those members who joined the organization after January 1st, leave entitlement for the period between your date of joining and the 31st of December will be allocated on a pro rata basis.

Annexure 3

1. Confidentiality

You will be required to execute a confidentiality agreement (FTE Agreement) at the time of joining us regarding your employment and the business matters of the Company.

2. Authenticity

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the company reserves the right to immediately terminate your services.



**Broadridge Financial Solutions (India)
Private Limited**
Survey No. 64 (Adjacent to Cyber Towers)
Hi-Tec City, Madhapur, Serilingampally Mandal
Ranga Reddy District, Telangana-500081
CIN: U74999TG2007PTC052368

B +91 40 6627 8000
F +91 40 6602 8444
E info-brindia@broadridge.com
www.broadridge.com

3. Duties and Responsibilities

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

b) All Ideas and Innovations as part of your employment with Broadridge would be considered as a property and Intellectual Property of Broadridge.

c) All information and knowledge gained in process/product or technology or client's process/product or technology, as part of your employment with Broadridge is to be considered confidential.

d) You shall not without the company's prior written consent, be in any way directly or indirectly engaged or concerned with any other business or employment during or outside your hours of work in the company.

You shall, however, undertake honorary work of social or charitable nature literary artistic or scientific character only with the express written permission from the competent authority.

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

4. Unauthorized Absence

If you are absent from work for a continuous period of four (4) calendar days, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Policy.

5. Code of Business Conduct and Ethics

Your appointment at Broadridge would require you to be bound by the prevailing code of conduct, rules, policies, regulations, procedures, and guidelines of the organization.

6. Termination of Employment

The Company may terminate your employment at any time with or without assigning any reasons in certain exceptional cases:

- Is discovered guilty of fraud, embezzlement, or other kinds of illegal actions against the company
- Is guilty of impersonation
- Is guilty of discriminatory behavior or harassment
- Is guilty of unlawful or immoral behavior on the job
- Has failed the background verification
- Is discovered to have caused intentional damage to company's assets
- Continuously disregards company policy



In view of the above, your employment with Broadridge can be terminated with immediate effect. There will be no adjustment against notice period or payment of salary to be made in lieu of the notice period from either of the party.

7. Documents

Our offer is subject to the completion of separation formalities at your previous employer. At the time of joining the company you are required to produce the following documents (photocopies), as applicable:

- Relieving Letter from your last Employer
- Copy of the Passport
- Copy of Birth Certificate / School Leaving Certificate
- Academic & Professional Certificates
- Last Payslip drawn
- Four passport size photographs
- If member of Provident Fund scheme, the membership number
- Form 16 (1) / Form 12 (B) (pertaining to Tax Deducted at source) from the previous employer
- Bank Account proof document - Cancelled cheque / Passbook

C.B.I.T

E-MAIL & WEB SERVICES

Placements HEAD <placements@cbit.ac.in>

310
160119733310**Shortlisted candidates: CBIT || Micron**

Srilekha Challagundla (schallagundl) [CONT-Type2-OBJECT TECHNOLOGY SOLUTIONS INDIA] <schallagundl@micron.com> To: "placements@cbit.ac.in" <placements@cbit.ac.in> Wed, Aug 10, 2022 at 2:41 PM

Cc: "Orijit Ghosh (oghosh)" <oghosh@micron.com>, "Jhansi Jagannadham Naidu Potham (jpotham)" <jpotham@micron.com>, "S Deepak Kumar (sdeepakk)" <sdeepakk@micron.com>, "Sharbari Pradhan (spradhan) [CONT-Type2-EXPERIS IT PRIVATE LIMITED]" <spradhan@micron.com>, "Deepika Dadi (ddadi)" <ddadi@micron.com>

Micron Confidential

Dear Team,

Please find the below shortlisted candidates from us based on the interviews conducted on 9th Aug 22, the below students are being shortlisted for Full time along with semester internship for 6 months (starting from Jan'23). Kindly let us know their acceptance

Candidate Id	Candidate Name	Gender	Disability (YES/NO)	Final Degree	Final Percentage	Final Year of Passing	Final Status
7178151	Abhinav Varma Vathadi	Male	No	B.E.	8.74	2023	Selected
7177671	B Sathwik Reddy	Male	No	B.E.	7.91	2023	Selected
7178075	Harikrishna Nalumasu	Male	No	B.E.	8.44	2023	Selected
7178173	Kondi Kavya	Female	No	B.E.	8.76	2023	Selected
7178223	Mahindra	Male	No	B.E.	8.82	2023	Selected
7178179	Manideepak Rao Chitneni	Male	No	B.E.	8.7	2023	Selected
7177795	Mohd Akram Rasheed	Male	No	B.E.	8.14	2023	Selected
7178303	P Nikhil Chandra	Male	No	B.E.	9.04	2023	Selected
7178073	Pantham Nikitha	Female	No	B.E.	8.6	2023	Selected
7178029	Pavan Sai Pulluri	Male	No	B.E.	8.57	2023	Selected
7178317	Prithvi Sandeep Saladi	Male	No	B.E.	9.08	2023	Selected
7178285	Sai Teja Varma Rameti	Male	No	B.E.	8.99	2023	Selected
7178375	Tarun Vishnu Vardhan Chirumella	Male	No	B.E.	9.24	2023	Selected
7178237	Teja Kiran Mirrudoddi	Male	No	B.E.	8.8	2023	Selected
7177835	Vangdale Shiva	Male	No	B.E.	8.14	2023	Selected

Regards,

Srilekha Challagundla

University Relations

Micron Confidential

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2/17/23, 12:30 PM

C.B.I.T Mail - List of Final Shortlists: HSBC Technology India - CBIT, Hyderabad (22-Nov-22)

C.B.I.T
E-MAIL & WEB SERVICES

Placements HEAD <placements@cbit.ac.in>

List of Final Shortlists: HSBC Technology India - CBIT, Hyderabad (22-Nov-22)

Satyesh PATI <satyesh.pati@hsbc.co.in>

Tue, Nov 22, 2022 at 5:16 PM

To: "placements@cbit.ac.in" <placements@cbit.ac.in>, "director_cdc@cbit.ac.in" <director_cdc@cbit.ac.in>, "po@cbit.ac.in" <po@cbit.ac.in>, "tpo@sbif.ac.in" <tpo@sbif.ac.in>
Cc: Geeta R KULKARNI <geeta.r.kulkarni@hsbc.co.in>, Poonima GHODKE <poonima.ghodke@hsbc.co.in>, Neha12 SINGH <neha12.singh@hsbc.co.in>

Dear Dr. Solomon Raj,

Greetings from HSBC Technology India.

PFB the list of 8 students shortlisted for HSBC Technology India in the campus interview at CBIT, Hyderabad on 22-Nov-22. Kindly confirm on their offer acceptance.

Sr No	Co Cubes Candidate ID	Name	Gender	Mobile	Email	College	Branch, Degree
1	34902204	Aftab Ahmed	Male	+91 9182469270	ugs19149_it.aftab@cbil.ac.in	CBIT Hyderabad	Information Technology, B.E.
2	34901966	Laxmiprasanna Varakuti	Female	+91 9347380846	laxmiprasannavarakuti05@gmail.com	CBIT Hyderabad	computer science and engineering, B.E
3	34902337	Manideep Udumula	Male	+91 9553601482	udumulamanideep158@gmail.com	CBIT Hyderabad	CSE, BE
4	34901993	Polu Abishek Reddy	Male	+91 7075954326	poluabhishekreddy@gmail.com	CBIT Hyderabad	electrical and electronics engineering, B.E
5	34902001	Rishitha Erukulla	Female	+91 7337328172	rishithaerukulla@gmail.com	CBIT Hyderabad	Information Technology, B.E.
6	34902007	Shriya Dornala	Female	+91 8688644933	ugs19142_it.shriya@cbit.ac.in	CBIT Hyderabad	IT, B.E
7	34902003	Suhas Gajawada	Male	+91 7207739698	gsuhas80@gmail.com	CBIT Hyderabad	Information Technology, B.E
8	34902162	Swapnil Vaitla	Male	+91 9346879235	swapnilvaitla@gmail.com	CBIT Hyderabad	electrical and electronics, B.E

Please Note: These students will be on-boarded subject to meeting our eligibility criteria as follows:

- 60% or 6.00/10.00 CGPA throughout (10th/ 12th/ Diploma / BE / B.Tech)
- Should not have any current backlog during hiring / on-boarding process

We thank you for the support extended in conducting the campus event and look forward to further strengthening our relationship.

Regards,

Satyesh Pati

Resourcing & Onboarding
HSBC Technology India
Level 1, Business Bay, Survey No 103, Hissa No 2,

Airport Road, Yerwada, Pune-411006.

Know more about us - <https://www.hsbc.com/hti>

Mobile: 9873443538

Email: satyesh.pati@hsbc.co.in

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792
U. Manideep; CSE-2
Roll No- 16019733312.
ph-no 9553601482.

wd: DBS Final Select List

message

Placements HEAD <placements@cbit.ac.in>

Fri, Dec 16, 2022 at 11:

to: fpc_cse@cbit.ac.in, IT FPC <fpc_it@cbit.ac.in>, sai akhil p <ugs19044_cse.sai@cbit.org.in>, surya k <ugs19053_cse.surya@cbit.org.in>, varsha g <ugs19020_cse.varsha@cbit.org.in>, ananya reddy vudumula <ugs19063_cse.ananya@cbit.org.in>, arjun gandotra <ugs19182_cse.arjun@cbit.org.in>, ugs19096_cse.mohammed@cbit.org, sathwik reddy b <ugs19169_cse.sathwik@cbit.org.in>, akshitha singireddy <ugs19123_cse.akshitha@cbit.org.in>, akshman gunda <ugs19152_cse.lakshman@cbit.org.in>, nandini gopasi <ugs19007_it.nandini@cbit.ac.in>, ugs19039_it.karthik@cbit.ac.in, ugs19035_it.hanoch@cbit.ac.in, Ugs19071_it.kavya@cbit.ac.in, ugs19101_it.nishanth@cbit.ac.in, ugs19090_it.aaditya@cbit.ac.in, ugs19155_it.chandra <ugs19155_it.chandra@cbit.ac.in>, kiran nagarapu <ugs19160_it.kiran@cbit.ac.in>, akshaya mamidi <ugs19121_it.akshaya@cbit.ac.in>, inka.jyothiswaroop@gmail.com, ankitha.vankudothu@gmail.com, anjila.gurala@gmail.com, sharvanireddy219@gmail.com, dornalashriya@gmail.com, sreejakumari2002@gmail.com, srijakotha.24@gmail.com, rishithaerukulla@gmail.com, ugs19132_it.jahnavi@cbit.ac.in, thoutamdileep@gmail.com, aisrinivasanantha@gmail.com, pokalavivekreddy9@gmail.com, gundalakshman4@gmail.com, ugs19102_it.nithin@cbit.ac.in, aswanthmerla2002@gmail.com, chunchuvishnuvardhan@gmail.com, udumulamanideep158@gmail.com, kandhuri.srihari@gmail.com, suhas118@gmail.com, udaykiran.k5858@gmail.com, manojlavudya3@gmail.com, sudheerchowdary676@gmail.com, banothmahesh789@gmail.com, nshashank2403@gmail.com, 9karansinghrajput@gmail.com, kothapallyharish2001@gmail.com, ashruthereddy.gangula@yahoo.com, nithinpadigela2001@gmail.com, ugs19310_it.dillikar@cbit.ac.in, gyanajaravindreddy@gmail.com, t.saichetanpatel@gmail.com, evanthgarigaboina@gmail.com, ashoknalla99@gmail.com, rohithanugula31@gmail.com, madhubhutham09@gmail.com, shagathvanga5932@gmail.com

cc: p@cbit.ac.in, Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>

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

From: Shruthi SINGH_AGS <shruthisingh@dbb.com>

Date: Wed, Nov 23, 2022 at 10:53 AM

Subject: DBS Final Select List

To: Placements HEAD <placements@cbit.ac.in>

Cc: ugs19020_cse.varsha@cbit.org.in <ugs19020_cse.varsha@cbit.org.in>, Shantomona BHARADWAJ <shantomona@dbb.com>, Reshma DIRISALA_AGS <reshmadirisala@dbb.com>

Dear NLN Reddy Sir,

We are glad to confirm on the selected candidates for whom the full time with DBS opportunity is confirmed.

We shall roll out the offer in mid-December and looking for 100% offer to joiner ratio.

Name	Gender	Email	Institute	Phone Number
jyothi swaroopa	Female	jinka.jyothiswaroop@gmail.com	Chaitanya Bharathi Institute of Technology	919390452175
ankitha.vankudothu	Female	ankitha.vankudothu@gmail.com	Chaitanya Bharathi Institute of Technology	919100184397
Anjila Gurala	Female	anjila.gurala@gmail.com	Chaitanya Bharathi Institute of Technology	917032619019
Sharvani G	Female	sharvanireddy219@gmail.com	Chaitanya Bharathi Institute of Technology	917095419656
Shriya Dornala	Female	dornalashriya@gmail.com	Chaitanya Bharathi Institute of Technology	918688644933
Sreeja Kumari Pallela	Female	sreejakumari2002@gmail.com	Chaitanya Bharathi Institute of Technology	917386075857
Srija Kotha	Female	srijakotha.24@gmail.com	Chaitanya Bharathi Institute of Technology	919177600981
Rishitha	Female	rishithaerukulla@gmail.com	Chaitanya Bharathi Institute of Technology	917337328172

Dileep Thoutam	Male	thoutamdileep@gmail.com	Chaitanya Bharathi Institute of Technology	919701803366
Sai Srinivas Anantha	Male	saisrinivasanantha@gmail.com	Chaitanya Bharathi Institute of Technology	919666282879
Vivek Reddy	Male	pokalavivekreddy9@gmail.com	Chaitanya Bharathi Institute of Technology	919553901644
Lakshman Gunda	Male	gundalakshman4@gmail.com	Chaitanya Bharathi Institute of Technology	917331113317

For the remaining shortlisted candidates who are yet to be confirmed, an update can be expected in the 2nd week of December.

Name	Gender	Email	Institute	Phone Number
Nithin Thangallapelly	Male	ugs19102_it.nithin@cbit.ac.in	Chaitanya Bharathi Institute of Technology	919989116367
M. Merla Jaswanth	Male	jaswanthmerla2002@gmail.com	Chaitanya Bharathi Institute of Technology	919398751803
Vishnu Vardhan Chunchu	Male	chunchuvishnuvardhan@gmail.com	Chaitanya Bharathi Institute of Technology	919347989220
Manideep udumula	Male	udumulamanideep158@gmail.com	Chaitanya Bharathi Institute of Technology	919553601482
kandhuri.srihari	Male	kandhuri.srihari@gmail.com	Chaitanya Bharathi Institute of Technology	918688059540
Suhas Vangala	Male	vsuhas118@gmail.com	Chaitanya Bharathi Institute of Technology	916309436567
Kottakki Veera Venkata Uday Kiran	Male	udaykiran.k5858@gmail.com	Chaitanya Bharathi Institute of Technology	919390318224
Lavudya Manoj	Male	manojlavudya3@gmail.com	Chaitanya Bharathi Institute of Technology	919390834250
Naidu Sudheer	Male	sudheerchowdary676@gmail.com	Chaitanya Bharathi Institute of Technology	918688389731
M. Mahesh Banoth	Male	banothmahesh789@gmail.com	Chaitanya Bharathi Institute of Technology	919390256094
Shashank Mothkuru	Male	mshashank2403@gmail.com	Chaitanya Bharathi Institute of Technology	919030227878
Karan Singh	Male	9karansinghrajput@gmail.com	Chaitanya Bharathi Institute of Technology	918639668891
Kothapally Harish	Male	kothapallyharish2001@gmail.com	Chaitanya Bharathi Institute of Technology	916302303318
Ashruth Reddy	Male	ashruthreddy.gangula@yahoo.com	Chaitanya Bharathi Institute of Technology	919347433838
Padigela Nithin Kumar	Male	nithinpadigela2001@gmail.com	Chaitanya Bharathi Institute of Technology	917287035691
DILLIKAR SHRUTHI	Female	ugs19310_it.dillikar@cbit.ac.in	Chaitanya Bharathi Institute of Technology	916309347081
Gyanaji Aravind Reddy	Male	gyanajiaravindreddy@gmail.com	Chaitanya Bharathi Institute of Technology	919705879206
Thota Sai Chetan	Male	t.saichetanpatel@gmail.com	Chaitanya Bharathi Institute of Technology	919959971983
Garinaboina Revanth Sai	Male	revanthgarinaboina@gmail.com	Chaitanya Bharathi Institute of Technology	919911553000

Ashok Nalla	Male	ashoknalla99@gmail.com	Chaitanya Bharathi Institute of Technology	919182864354
rohithanugula31	Male	rohithanugula31@gmail.com	Chaitanya Bharathi Institute of Technology	918886161081
BHUTHAM MADHU	Male	madhubhutham09@gmail.com	Chaitanya Bharathi Institute of Technology	916303610293
Vanga Bhagathkumar	Male	bhagathvanga5932@gmail.com	Chaitanya Bharathi Institute of Technology	919391095932

Shruthi singh

Talent Acquisition Group

Email: shruthisingh@dbs.com

DBS Tech India | Hyderabad

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With Best Regards,

Dr. NLN REDDY,
 Advisor - Career Development Centre
 Chaitanya Bharathi Institute of Technology (A)
 8466997218
 9849466587

Final list-

Sl.No.	Name	Gender	Email	Phone Number
1	jyothi swaroopa	Female	jinka.jyothiswaroopa@gmail.com	919390452175
2	ankitha.vankudothu	Female	ankitha.vankudothu@gmail.com	919100184397
3	Shriya Dornala	Female	dornalashriya@gmail.com	918688644933
4	Sharvani G	Female	sharvanireddy219@gmail.com	917095419656
5	Jahnvi Sidda	Female	ugs19132_it.jahnvi@cbit.ac.in	919392808544
6	Sreeja Kumari Pallela	Female	sreejakumari2002@gmail.com	917386075857
7	Rishitha	Female	rishithaerukulla@gmail.com	917337328172
8	Srija Kotha	Female	srijakotha.24@gmail.com	919177600981
9	Anjila Gurala	Female	anjila.gurala@gmail.com	917032619019
10	Dileep Thoutam	Male	thoutamdileep@gmail.com	919701803366
11	Vivek Reddy	Male	pokalavivekreddy9@gmail.com	919553901644
12	Sai Srinivas Anantha	Male	saisrinivasanantha@gmail.com	919666282879
13	Lakshman Gunda	Male	gundalakshman4@gmail.com	917331113317
14	Naidu Sudheer	Male	sudheerchowdary676@gmail.com	918688389731
15	Thota Sai Chetan	Male	t.saichetanpatel@gmail.com	919959971983
16	Karan Singh	Male	9karansinghrajput@gmail.com	918639668891
17	Kothapally Harish	Male	kothapallyharish2001@gmail.com	916302303318
18	Vishnu Vardhan Chunchu	Male	chunchuvishnuvardhan@gmail.com	919347989220
19	Kottakki Veera Venkata Uday Kiran	Male	udaykiran.k5858@gmail.com	919390318224
20	Shashank Mothkuru	Male	mshashank2403@gmail.com	919030227878
21	Merla Jaswanth	Male	jaswanthmerla2002@gmail.com	919398751803
22	Suhas Vangala	Male	vsuhas118@gmail.com	916309436567
23	Lavudya Manoj	Male	manoilavudya3@gmail.com	919390834250
24	Mahesh Banoth	Male	banothmahesh789@gmail.com	919390256094
25	Garigaboina Revanth Sai	Male	revanthgarigaboina@gmail.com	919014552618
26	Ashruth Reddy	Male	ashruthreddy.gangula@yahoo.com	919347433838
27	Vanga Bhagathkumar	Male	bhagathvanga5932@gmail.com	919391095932
28	Manideep udumula	Male	udumulamanideep158@gmail.com	919553601482

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Placements HEAD <placements@cbit.ac.in>

160119733313

Campus Placements - PepsiCo

Moeed, Ahmed {PEP} <Ahmed.Moeed@pepsico.com>
To: Placements HEAD <placements@cbit.ac.in>

Wed, Aug 10, 2022 at 10:40 AM

Hello Sir

PFB the details required

1. Hiring Process – **Online Test , Group Discussion , Personal interview , HR round**
2. Eligibility Criteria – **80 % in 10th , 12th and graduation (till present semester)**
3. Time line - preplacement talk and hiring process - the best slot available
4. Job description and CTC – **1077770 INR**

AHMED MOEED

Executive Manager- Talent Acquisition

PepsiCo Global Business Services India LLP

15th Floor, Tower 2, GAR Laxmi Infobahn

Kokapet, Hyderabad, 500075, India

Mobile: +91- 9618278000

From: Placements HEAD <placements@cbit.ac.in>
Sent: 04 August 2022 10:42
To: Moeed, Ahmed {PEP} <Ahmed.Moeed@pepsico.com>
Subject: Re: Campus Placements - PepsiCo

WARNING: Email originated outside of PepsiCo.

[Quoted text hidden]
[Quoted text hidden]

JD_Final_Campus_v1.docx
16K

Final offers- Pepsico

Moeed, Ahmed (PEP) <Ahmed.Moeed@pepsico.com>

To: Placements HEAD <placements@cbit.ac.in>, Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, "2023placementinfo@cbit.org.in" <2023placementinfo@cbit.org.in>

Cc: "Varanasi, Kalyan (PEP)" <Kalyan.Varanasi@pepsico.com>

Tue, Oct 4

Hi All

PFB the Final offers for PepsiCo

College	Name	Roll No	Stream	Gender	Email	Contact No
Chaitanya Bharathi Institute of Technology	Khyathi Vardhini Vangala	160119732008	Civil	Female	khyathivardhinivangala@gmail.com	8688533611
Chaitanya Bharathi Institute of Technology	Atufa Tanyeem	160119732061	Civil	Female	atufa1307@gmail.com	7386197042
Chaitanya Bharathi Institute of Technology	Koppala Praneetha	160119733010	CSE	Female	praneetha282@gmail.com	9640550657
Chaitanya Bharathi Institute of Technology	Akshay Somisetty	160119733025	CSE	Male	akshaysomisetty0@gmail.com	7013850548
Chaitanya Bharathi Institute of Technology	Md Sohail	160119733034	CSE	Male	mohammedsohail78490@gmail.com	6304747320
Chaitanya Bharathi Institute of Technology	Mohammed Asim	160119733035	CSE	Male	asimmohammed392@gmail.com	7032673387
Chaitanya Bharathi Institute of Technology	Madagoni Nikhil	160119733038	CSE	Male	nikhilmadagoni2001@gmail.com	8688858478
Chaitanya Bharathi Institute of Technology	Sunkara Rohit	160119733043	CSE	Male	rohitsunkara24@gmail.com	8328117725
Chaitanya Bharathi Institute of Technology	Bheema Sai Vaibhav	160119733046	CSE	Male	bheemasaiVaibhav@gmail.com	9550672721
Chaitanya Bharathi Institute of Technology	N.N.S.C Tagore	160119733054	CSE	Male	naralasetty16shiva@gmail.com	8179583548
Chaitanya Bharathi Institute of Technology	Mohammed Sanan Moinuddin	160119733097	CSE	Male	mohammedsanan18@gmail.com	7337451607
Chaitanya Bharathi Institute of Technology	Koppula Sai Charan	160119733103	CSE	Male	koppulasaicharan001@gmail.com	9618152076
Chaitanya Bharathi Institute of Technology	Surya Pratap	160119733114	CSE	Male	suryapratap9485@gmail.com	7207851893
Chaitanya Bharathi Institute of Technology	Akshith Reddy Ganta V S	160119733145	CSE	Male	ugs19145_cse.akshith@cbit.org.in	7032854041
Chaitanya Bharathi Institute of Technology	T L SAKETH SIDDARTHA	160119733167	CSE	Male	ti.sakethsiddartha@gmail.com	9908258534
Chaitanya Bharathi Institute of Technology	Koka Sashank	160119733168	CSE	Male	kokasashank2002@gmail.com	9959052485
Chaitanya Bharathi Institute of Technology	Jayasree Kolipakula	160119735008	ECE	Female	jayasri.rosary@gmail.com	7680800843
Chaitanya Bharathi Institute of Technology	Lasya Guduru	160119735009	ECE	Female	lasyaguduru02@gmail.com	9390432940
Chaitanya Bharathi Institute of Technology	Sravya Karyampudi	160119735025	ECE	Female	ugs19025_ece.sravya@cbit.ac.in	8332966358
Chaitanya Bharathi Institute of Technology	Akshaya Enjamoori	160119735061	ECE	Female	enjamooriakshaya@gmail.com	9390773675
Chaitanya Bharathi Institute of Technology	Nagelli Sathvika	160119735077	ECE	Female	ugs19077_ece.sathvika@cbit.org.in	9247871198
Chaitanya Bharathi Institute of Technology	Sami Shaik	160119735105	ECE	Male	ugs19105_ece.shaik@cbit.org.in	9133596974
Chaitanya Bharathi Institute of Technology	Srikar thodupunuri	160119735107	ECE	Male	srikarthodupunuri072002@gmail.com	8639251838
Chaitanya Bharathi Institute of Technology	Muthyam Mithila	160119735125	ECE	Female	mithilamuthyam@gmail.com	7569813305
Chaitanya Bharathi Institute of Technology	Poddaturi Shailika	160119735129	ECE	Female	shailika.shaili@gmail.com	7032148877
Chaitanya Bharathi Institute of Technology	S Lalith Adithyan	160119735150	ECE	Male	lalithadithyan03@gmail.com	7036342686

Chaitanya Bharathi Institute of Technology	Shiva Chetkuri	160119734110	EEE	Male	trineshchetkuri@gmail.com	9390349969
Chaitanya Bharathi Institute of Technology	Santhosh Maroju	160119737048	IT	Male	santhoshmaroju2001@gmail.com	8522882715
Chaitanya Bharathi Institute of Technology	Anusha Bandaru	160119737062	IT	Female	anushabandaru120@gmail.com	9959773492
Chaitanya Bharathi Institute of Technology	Manasa Bedadha	160119737073	IT	Female	ugs19073_it.manasa@cbit.ac.in	9390410617
Chaitanya Bharathi Institute of Technology	Trisha karhale	160119737088	IT	Female	trishakarhale@gmail.com	8688100690
Chaitanya Bharathi Institute of Technology	swetha Gaddam	160119737145	IT	Female	swethareddygaddam17@gmail.com	6302668449
Chaitanya Bharathi Institute of Technology	Shanthan Kumar	160119737170	IT	Male	gshanthan01@gmail.com	9494868432
Chaitanya Bharathi Institute of Technology	Vikas Bhatti	160119737180	IT	Male	vikasbhatti.it@gmail.com	9951067230
Chaitanya Bharathi Institute of Technology	Gottam Anvesh	160119736015	Mechanical	Male	gottamanvesh555@gmail.com	6302151211
Chaitanya Bharathi Institute of Technology	nikhil kumar nalla	160119736032	Mechanical	Male	nikhilkumar.nalla10@gmail.com	8074228697
Chaitanya Bharathi Institute of Technology	Gyajangi Sai Manishwar	160119736040	Mechanical	Male	manishwar.gyajangi@gmail.com	8886444651
Chaitanya Bharathi Institute of Technology	Sai Yasasvi Dutt Malladi	160119736097	Mechanical	Male	yasasvimalladi06@gmail.com	6309899630
Chaitanya Bharathi Institute of Technology	Sunayana Maddimadugu	160119733017	CSE	Female	maddimadugusunayana@gmail.com	8096726096
Chaitanya Bharathi Institute of Technology	Shreya Yamjala	160119733074	CSE	Female	shreyayamjala@gmail.com	9390519729
Chaitanya Bharathi Institute of Technology	Sravani Narayandas	160119733075	CSE	Female	sravaninarayandas1729@gmail.com	8688649037
Chaitanya Bharathi Institute of Technology	Harika Nallapati	160119733126	CSE	Female	ugs19126_cse.harika@cbit.org.in	9347624804
Chaitanya Bharathi Institute of Technology	Meghana Marampally	160119733132	CSE	Female	marampallymeghana17@gmail.com	9010649639
Chaitanya Bharathi Institute of Technology	Preethi Byra	160119733138	CSE	Female	preethibyra@gmail.com	9390755923
Chaitanya Bharathi Institute of Technology	Shivani Sarikonda	160119733141	CSE	Female	shivanisrinivas9531@gmail.com	9390077612
Chaitanya Bharathi Institute of Technology	Nimmala Bhoomika	160119733313	CSE	Female	ugs19313_cse.nimmala@cbit.org.in	7095760929

AHMED MOEED

Executive Manager- Talent Acquisition

PepsiCo Global Business Services India LLP15th Floor, Tower 2, GAR Laxmi Infobahn

Kokapet, Hyderabad, 500075, India

Mobile: +91- 9618278000

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160119733314

CSE-3

2023

EMPLOYMENT AGREEMENT

15-NOVEMBER-2022

BETWEEN

AVEVA SOLUTIONS INDIA LLP

AND

ASHOK NALLA

This employment agreement is entered at **Hyderabad/ Bangalore**, on **15-Nov-2022**

BY AND BETWEEN:

- (1) **AVEVA Solutions India LLP**, a company having its registered office at 2nd Floor, Salarpuria Touchstone, Sarjapur Outer Ring Road Bangalore – 560103 hereinafter referred to as the **Company** which expression shall, unless contrary to the context or meaning thereof be deemed to mean its successors in business and permitted assigns;

AND

- (2) **Ashok Nalla** a citizen of India, with address at H No 5-344-158 Near Anna Memorial School, Hanuman Nagar, Choutuppal, Telangana, India - 508252.

The Company and the Employee are collectively referred to as the **Parties** and individually as the **Party**.

1. APPOINTMENT

- 1.1 The Employee shall commence employment with the Company on **17-July-2023** as the **Graduate Trainee** at Job Level **B**.
- 1.2 The Employee shall be bound by the terms and conditions laid down in the Agreement. The Employee will report to **R&D Manager, Product Development**. The Employee's designation and reporting relationship may undergo a change from time to time as may be determined by the Company.
- 1.3 The employment is conditional upon completion of a background check of the Employee. Should any information provided by the Employee be determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of the Agreement and the Company may then terminate employment without providing any notice or pay in lieu thereof.
- 1.4 The employment is further subject to the Employee maintaining his/her right to work in India (including any requirements under immigration laws).

2. PROBATION

- 2.1 The Employee will initially be on probation for a period of [6] months from the Effective Date. The confirmation of service with the Company is subject to the Employee's satisfactory performance during the period of probation. The Company reserves the right to (i) extend the period of probation and (ii) terminate employment at its sole discretion at any time during the probation period, without notice/ with 15 days' notice (or pay in lieu thereof) or such other notice as required under law.
- 2.2 The Employee will continue to be on probation, till the time he/she is given an order in writing, confirming his/her services.

3. PLACE OF WORK

- 3.1 The Employee's principal place of employment shall be at **Hyderabad/Bangalore** India. The Employee may be required to (i) relocate to other locations in India or abroad permanently or for a specific duration; and/or (ii) undertake such travel in and outside India, from time to time, as may be necessary in the interests of the Company's business.
- 3.2 If the Company believes that the nature of the Employees' duties and responsibilities are such that the Employee may work from home, the Company, in its discretion, may on a case to case basis, allow the Employee to work from home, for such period as the Company may deem fit. If the Company allows an Employee to work from home, the Employee would be responsible for ensuring that their home is a suitable and safe place of work.

4. DUTIES AND RESPONSIBILITIES

- 4.1 The Employee is required to carry out all duties that are normally associated with employment in the Company or for such Group Companies as the Company may direct. Group Companies for the purpose of this Agreement includes the Company, its subsidiaries or holding companies and any subsidiary of any holding company that may be formed from time to time. The Company reserves its right to assign such additional alternative duties to the Employee, as it may deem appropriate from time to time.
- 4.2 The Employee agrees to comply with the Company's decision should it consider it necessary or appropriate to change the Employee's job title, reporting relationships, job duties and responsibilities, the legal entity that employs the Employee and the jurisdiction where the Employee is expected to perform his/her duties (despite location of his/her residence) on the basis of the Employee's performance or the Company's business requirements. Any such change shall not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment, provided that the Employee's base salary is not reduced and the Employee's other remuneration for services rendered to the Company is not substantially reduced.
- 4.3 During the subsistence of this Agreement, the Employee shall devote full working time, attention and energy to the performance of the duties assigned to him/her. The Employee 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 directorships) whether for gain or otherwise without the written consent of the Company. Should the Employee receive written consent under this Clause to conduct any such external activity, he/she shall not utilize the assets, resources and time of the Company for such external activities.
- 4.4 The Employee shall, at all times, be subject to and bound by the policies, rules and regulations of the Company as may be updated from time to time or as may be brought to the notice of the Employee by the Company.
- 4.5 The Employee shall not have the right or the authority to make any representation, contract or commitment for or on behalf of the Company without obtaining the prior written permission of the Company in this regard. The Employee shall have no authority, implied or otherwise, to pledge the credit of the Company. In the event the Company is held liable for any damage, loss, claim or action arising directly or indirectly from any action of the

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CSE-3

2023

**Ford Motor Private Limited**

Ref No: 7406655

16 February 2023

Provisional Offer Letter**Dear Bellala Dhanalaxmi,**

We are pleased to inform you that you have been selected for an employment with **Ford Motor Private Limited**.

Your date of joining will be duly communicated by Ford onboarding team subsequently. The terms & conditions of the provisional offer are given below.

Terms and conditions for employment are subject to:

- You should have successfully completed your graduation/post-graduation course in the academic year 2022-2023 with 70% aggregate or 7 CGPA
- You will receive the appointment letter prior to onboarding.
- During the initial period of your engagement, you will undergo training to understand Ford specific systems, processes and procedures.
- Your current place of work will be at Chennai. However, you should be flexible to work in any other Ford locations worldwide.
- During your period of service with the company you will receive a salary of **Rs. 600025** per annum (Cost to Company), detailed salary break will be provided in the appointment letter.
- This offer letter is provisional subject to change and will not automatically entitle you to claim for an employment till you get the appointment letter.

We welcome you to the **Ford Family** and look forward for a long and mutually rewarding association with you.

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: Bellala Dhanalaxmi

Samreen Sulthana C3
160119733316

803



Ford Motor Private Limited

3 July 2023

Samreen Sulthana
2-5-174, Nakkala Gutta, Hanamkonda,
Warangal,
Andhra Pradesh-506001

Dear Samreen Sulthana

Congratulations!

We take immense pleasure on your appointment as **Junior Engineer** and welcoming you as a member in our ONE FORD family.

We are sure that you will find your career with Ford to be exciting. At Ford, we offer tremendous opportunities for you to make the best use and Go Further in the journey. Ford has always been a fun, safe and rewarding place to work. We encourage you to embrace yourself in our workplace initiatives to ensure we continue to be one of the great places to work in the country.

Wishing you all the best!

Authorized Signatory

HR Signature Name (**Ashok AC**)

For Ford India Private Limited



Registered Address: Plot Nos. 13,15 and 16, Survey No. 602/3 Part, ELCOT IT/ITES SEZ,
Sholinganallur, Chennai-600119, Tamil Nadu. Ph: +91-44-6474 1111, Fax: +91-44-6474 0647
Corporate Identity Number: U74120TN1998PTCO41070

- In addition, you will be reimbursed all official expenses incurred during the course of employment as per company policy, as laid down from time to time.

WORKING HOURS:

- The normal working hours will be for a duration of not exceeding 48 hours a week. Subject to the prevailing statutory provisions, the company may require you to work on any shift or public / weekly holidays based on business requirements.

PROBATION:

- You will be on probation for a **6 Month(s)** from the date of your commencing work. Unless notified to the contrary, you will be deemed to have been confirmed as a regular employee of the company on completion of the period of probation. This period may be extended at the absolute discretion of the company. During probation or at any time before confirmation, your services shall be liable to be terminated by either side giving one month's notice in writing or payment of salary in lieu thereof.

TERMINATION:

- Either party may terminate your employment at any time by giving to the other party **2 Month(s)** written notice or payment of salary in lieu thereof. The decision on waiver of notice period or accepting notice pay in lieu of notice period will be at the management's discretion.
- Notwithstanding the above, the company reserves the right at all times to terminate your employment forthwith, without notice or payment in lieu of notice, if you are involved in gross negligence, misrepresentation, misconduct or any criminal offense or any other moral breach of your responsibilities.

RETIREMENT:

- Upon attaining the retirement age, your employment with the company will terminate. The present retirement age for this position is 60 (SIXTY) years. However, the employment can be extended for maximum period of two years with a consent from the employer / employee.

OTHER TERMS AND CONDITIONS:

- You will be governed by the rules and regulations of the company as applicable, enforced, amended or altered from time to time during the course of your employment. You are expected to comply with all directions given to you by the company and faithfully observe all the rules, regulations and arrangements applicable to you.
- While in the employment of the company, you are in no way allowed to be employed by any other company on a permanent, temporary, full time or part-time basis or offer your services, with or without pay, to any physical person, legal entity or public authority or to be occupied in your own business without the prior knowledge and consent of the company.
- You are required to disclose fully to the company all your business interests whether or not they are similar to or in conflict with the business(es) or activities of the company, and all circumstances in respect of which there is, or there might be, a conflict of interest between the company and you or any immediate relatives.

ANNEXURE A

Name	Samreen Sulthana	
Grade	SG04	
Designation	Junior Engineer	
Salary Break Up	Monthly	Annually
Base Salary	Rs 40985	Rs 491823
Flexible Benefit Allowance	16394	196729
Total Cash (A)	24591	295094
Retirals (Employer Contribution) (B)	40985	491823
Provident Fund	2756	33070
Gratuity	12% of Base Monthly Salary	12% of Base Annual Salary
Total Pay (A+B)	4.81% of Base Monthly Salary	4.81% of Base Annual Salary
	Rs 43741	Rs 524893
	Sum of Monthly Base Salary + Flexible Benefit Allowance + Provident Fund + Gratuity	Sum of Annual Base Salary + Flexible Benefit Allowance + Provident Fund + Gratuity
Performance based Variable Pay (C)		Rs 75132
Total Cost to the Company (A+B+C)		Rs 600025

D. Life & Medical Insurance Benefits:

1. **Life Insurance:** You will be provided a life insurance cover based on your grade. The coverage available by grade is as below

Grade	Insurance coverage (Rs.)
GSR 1, 2 & 3	6,00,000
GSR 4, 5 & 6	7,50,000
GSR 7 & 8	10,00,000

1. **Hospitalization Insurance:** You, your spouse and two dependent children; or You and your LGBTQ partner will be covered under the company's hospitalization insurance policy. The annual medical insurance cover is INR 350,000/- per family insured and an additional INR 50,000 if you have enrolled a third child. You can opt to cover your parents and a third child under our hospitalization insurance policy by paying the stipulated premium.
2. **Personal Accident Insurance:** You will be provided a personal accident insurance cover for a sum equivalent to sixty times of your monthly basic salary
3. **Employee Deposit Linked Insurance:** Sum insured INR 702,000
4. **Dependent Benefit Scheme:** This is paid in the event of death of the employee enrolled in this scheme, due to any reason including accident. The amount paid to the beneficiary(ies) depends on the contribution from all employees who have enrolled in this scheme, which is further matched by Ford to a max of INR 500,000.
5. **Gratuity Risk Cover:** Varies by Age and Tenure.

E. Other Benefits: (Please ensure Other Benefit is sequenced as E since we removed the above Paragraph

1. **Long Service Awards**

You are eligible to receive service awards on completion of five, ten and fifteen and twenty years of service.

2. **AP Recognition Program**

You are eligible to receive awards under this program. This program aims to recognize employees who have exhibited an enterprise view, displayed an innovation mindset, behaviours in line with our Ford+ Behaviours. You could refer to the AP recognition Policy in LifeatFord portal for

wd: Interns Drive - 4 July 2023

message

160119733317³¹⁷

SE FPC <fpc_cse@cbit.ac.in>
>: pbvinaykumar_co@cbit.ac.in

Wed, Feb 14, 2024 at 2:37

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

From: **Placements HEAD** <placements@cbit.ac.in>
Date: Wed, Jul 5, 2023 at 11:39 AM
Subject: Fwd: Interns Drive - 4 July 2023
To: Principal CBIT <principal@cbit.ac.in>, Director CDC <director_cdc@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, <faculty_placementcoordinators@cbit.ac.in>
Cc: <pgs21046_mca.koushik@cbit.org.in>, tarun palamuru <tarungoudpalamuru@gmail.com>, 317_D Sai Prudhvi <dspsaiprudhvi007@gmail.com>

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

From: **Dalal, Darshana** <Darshana.Dalal@dieboldnixdorf.com>
Date: Wed, Jul 5, 2023 at 11:15 AM
Subject: RE: Interns Drive - 4 July 2023
To: placements@cbit.ac.in <placements@cbit.ac.in>
Cc: PAPPU SAI KOUSHIK <pgs21046_mca.koushik@cbit.org.in>

Hi m,

PFB the final shortlisted candidates.

Sr No	First Name	Last Name
1	Sai Prudhvi	Dappu
2	Palamuru	Tarun Goud

Thanks & Regards,

Darshana Dalal

Talent Acquisition Partner - APAC | Human Resources

Diebold Nixdorf

Mobile: +91 7710979806

From: Dalal, Darshana
Sent: Monday, July 3, 2023 3:28 PM
To: placements@cbit.ac.in
Cc: PAPPU SAI KOUSHIK <pgs21046_mca.koushik@cbit.org.in>
Subject: Interns Drive - 4 July 2023

Thanks & Regards,

Darshana Dalal

Talent Acquisition Partner - APAC | Human Resources

Diebold Nixdorf

Mobile: +91 7710979806

—
With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre
Chaitanya Bharathi Institute of Technology (A)
98494 66587
84. 7218

—
You received this message because you are subscribed to the Google Groups "Faculty_Placementcoordinators" group.
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To view this discussion on the web visit https://groups.google.com/a/cbit.ac.in/d/msgid/faculty_placementcoordinators/CA%2Bo4o6yN2otQRn9%2BRZYAkFXUpHBF99Vd00GC4c2FGtoOAKj8yw%40mail.gmail.com.
For more options, visit <https://groups.google.com/a/cbit.ac.in/d/optout>.

C.B.I.T

E-MAIL & WEB SERVICES

Placements HEAD <placements@cbit.ac.in>

318
160119733318**Visiting School Program 2023 - Congratulations! Shortlisted students from CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY.xlsx**

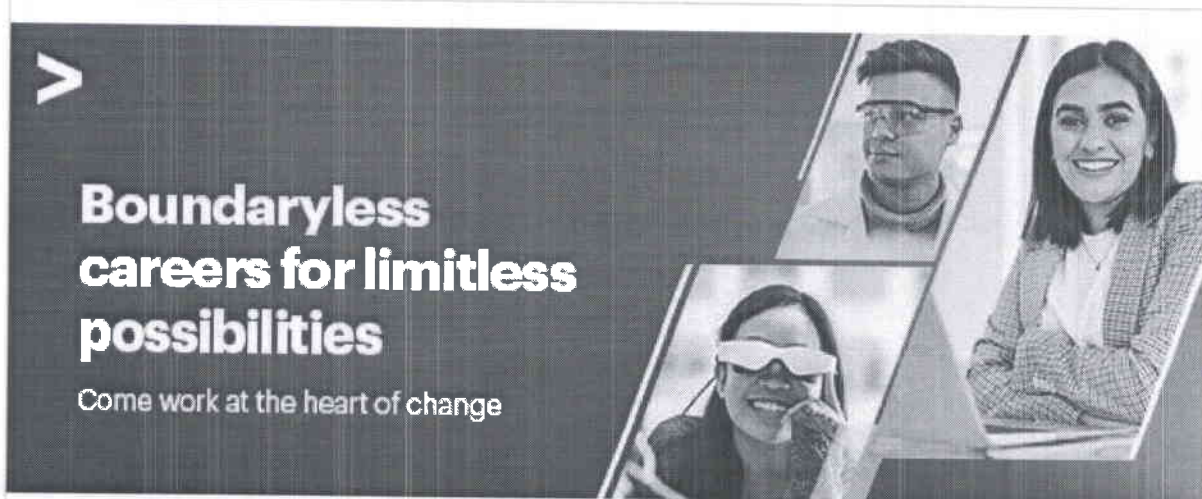
1 message

Thammareddy, Hasitha <hasitha.thammareddy@accenture.com>

Wed, Sep 14, 2022 at 4:15 PM

To: "placements@cbit.ac.in" <placements@cbit.ac.in>

Cc: "PRAMOD JADHAV, RUPALI" <rupali.pramod.jadhav@accenture.com>, "Tripathi, Prakhar" <prakhar.d.tripathi@accenture.com>



Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2023. Our team thanks you for your efforts and support across our process.

It gives us immense pleasure to announce **70** students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

Once the LOI is accepted, the students will need to submit all necessary documents. The offer is dependent on submission of all necessary documents and will be rolled out post that.

It has been an exciting journey for us and are glad to have had an opportunity interviewing your students.

For any queries, please reach out to hasitha.thammareddy@accenture.com

Our team will be in contact with the shortlisted students as we proceed further in the process till they onboard us

Sl.No	Candidate Name	Primary Email	Mobile	Gender	GC Approved	LOI Status	CTC	Branch	Section
1	Satya Sai Eeshwar Ganesh Ganise	ganeshsatyasai194@gmail.com	7989081620	Male	CBIT	Adv ASE	6.5 LPA	ECE-1	1
2	Pabbathi Pallavi	pallavipabbathi299@gmail.com	7671070094	Female	CBIT	Adv ASE	6.5 LPA	ECE-1	1
3	Trisha Karhale	trishakarhale@gmail.com	8688100690	Female	CBIT	Adv ASE	6.5 LPA	IT-2	2
4	Suhas Gajawada	gsuhas80@gmail.com	7207739698	Male	CBIT	Adv ASE	6.5 LPA	IT-3	3
1	Sri Harshini Kothamasu	harshinisri02@gmail.com	9490548075	Female	CBIT	ASE	4.5 LPA	Biotech	1
2	Amulya Pathuri	ammuput30@gmail.com	8297926909	Female	CBIT	ASE	4.5 LPA	Chemical	
3	Mallevoina Ravi	ravi.mallevoina@gmail.com	9347701911	Male	CBIT	ASE	4.5 LPA	Civil-2	2
4	Supriya Taduri	supriyataduri6602@gmail.com	9390356463	Female	CBIT	ASE	4.5 LPA	CSE-1	1
5	Rohit Sunkara	rohitsunkara24@gmail.com	8328117725	Male	CBIT	ASE	4.5 LPA	CSE-1	1
6	Sai Vaibhav Bheema	bheemasaiVaibhav@gmail.com	9550672721	Male	CBIT	ASE	4.5 LPA	CSE-1	1
7	Ellapagari Anusha	anushaellapagari@gmail.com	8639546636	Female	CBIT	ASE	4.5 LPA	CSE-1	1
8	Praneetha Koppala	praneetha282@gmail.com	9640550657	Female	CBIT	ASE	4.5 LPA	CSE-1	1
9	M V S Saket	saketmvs@gmail.com	9849181964	Male	CBIT	ASE	4.5 LPA	CSE-1	1
10	Patchamatla Praveen Varma	varmamakesh374@gmail.com	7981130830	Male	CBIT	ASE	4.5 LPA	CSE-1	1
11	Mohammed Asim	asimmohammed392@gmail.com	7032673387	Male	CBIT	ASE	4.5 LPA	CSE-1	1
12	Vanga Bhagathkumar	bhagathvanga5932@gmail.com	9391095932	Male	CBIT	ASE	4.5 LPA	CSE-2	2
13	Merla Jaswanth	jaswanthmerla2002@gmail.com	9398751803	Male	CBIT	ASE	4.5 LPA	CSE-2	2
14	Yanjala Shreya	shreyayanjala@gmail.com	9390519729	Female	CBIT	ASE	4.5 LPA	CSE-2	2
15	Shivani Sarikonda	shivanisrinivas9531@gmail.com	9390077612	Female	CBIT	ASE	4.5 LPA	CSE-3	3
16	Ramya Sri Gonooru	ramyasri25@gmail.com	9032901904	Female	CBIT	ASE	4.5 LPA	CSE-3	3
17	Praneetha Vemula	praneethav2001@gmail.com	7337437847	Female	CBIT	ASE	4.5 LPA	CSE-3	3
18	Meghana Marampally	marampallymeghana17@gmail.com	9010649639	Female	CBIT	ASE	4.5 LPA	CSE-3	3
19	Ankitha Vankudothu	ankitha.vankudothu@gmail.com	9100184397	Female	CBIT	ASE	4.5 LPA	CSE-3	3
20	Saketh Siddartha T L	tl.sakethsiddartha@gmail.com	9908258534	Male	CBIT	ASE	4.5 LPA	CSE-3	3
21	Ashok Nalla	ashoknalla99@gmail.com	9182864354	Male	CBIT	ASE	4.5 LPA	CSE-3	3
22	Nithin Kumar Padigela	nithinpadigela2001@gmail.com	7287035691	Male	CBIT	ASE	4.5 LPA	CSE-3	3
23	Sravva Karyampudi	sravvakaryampudi2002@gmail.com	8332966358	Female	CBIT	ASE	4.5 LPA	ECE-1	1
24	Sai Vamshi Akula	saiVamshiAkula2001@gmail.com	9059703312	Male	CBIT	ASE	4.5 LPA	ECE-1	1
25	Jayasree Kolipakula	jayasri.rosary@gmail.com	7680800843	Female	CBIT	ASE	4.5 LPA	ECE-1	1
26	Ramya Challa	ramyachalla180@gmail.com	9390337600	Female	CBIT	ASE	4.5 LPA	ECE-1	1
27	Lasya Guduru	lasyaguduru02@gmail.com	9390432940	Female	CBIT	ASE	4.5 LPA	ECE-1	1
28	Jagruthie Sadula	sjagruthie2002@gmail.com	8688669566	Female	CBIT	ASE	4.5 LPA	ECE-2	2
29	Sami Shaik	samishaiks21@gmail.com	9133596974	Male	CBIT	ASE	4.5 LPA	ECE-2	2
30	Rajiv Koppiseti	rajivkoppiseti07@gmail.com	8500995689	Male	CBIT	ASE	4.5 LPA	ECE-2	2
31	Gugulothu Revanth	revanth143711@gmail.com	7093385008	Male	CBIT	ASE	4.5 LPA	ECE-2	2
32	Chaitanya Sai Srikrishna Jonnadu	sparkscj234@gmail.com	9963335976	Male	CBIT	ASE	4.5 LPA	ECE-2	2
33	Yasaswini Polavarapu	yasaswinip95@gmail.com	7331111277	Female	CBIT	ASE	4.5 LPA	ECE-2	2
34	Nomitha Banavath	nomi.nomitha612@gmail.com	9059663101	Female	CBIT	ASE	4.5 LPA	ECE-2	2
35	Siddarth Sai Vempati	siddarthvempati@gmail.com	9390218208	Male	CBIT	ASE	4.5 LPA	ECE-3	3
36	Bharath Battipally	bharathbattipally@gmail.com	8790658901	Male	CBIT	ASE	4.5 LPA	ECE-3	3
37	Mithila Muthyam	mithilamuthyam@gmail.com	7569813305	Female	CBIT	ASE	4.5 LPA	ECE-3	3
38	Pavan Kumar Naraboina	pavankumarnaraboina@gmail.com	7993871909	Male	CBIT	ASE	4.5 LPA	EEE-1	1
39	Shiva Teja Daram	shivajtejadaram@gmail.com	6301870214	Male	CBIT	ASE	4.5 LPA	EEE-1	1
40	Gnana Prasanna Seggam	seggamprasanna@gmail.com	9390277522	Female	CBIT	ASE	4.5 LPA	EEE-1	1
41	Firdous Anjum	firdousanjum.mohd@gmail.com	8688736541	Female	CBIT	ASE	4.5 LPA	EEE-2	2
42	Tejashwini Rachagolla	1162teju@gmail.com	8341840819	Female	CBIT	ASE	4.5 LPA	IT-1	1
43	Varun Singh	the.varun216@gmail.com	6006286695	Male	CBIT	ASE	4.5 LPA	IT-1	1
44	Kotha Srija	srijakotha.24@gmail.com	9177600981	Female	CBIT	ASE	4.5 LPA	IT-2	2
45	Sai Jayanth Kumar Adepu	jayanthsaidepu788@gmail.com	8688150756	Male	CBIT	ASE	4.5 LPA	IT-2	2
46	Varshitha Koppula	varshithakoppula2001@gmail.com	8309935663	Female	CBIT	ASE	4.5 LPA	IT-2	2
47	Anusha Bandaru	anushabandaru771@gmail.com	9515063069	Female	CBIT	ASE	4.5 LPA	IT-2	2
48	Adarsh Reddy Navari	reddyadarsh29302@gmail.com	9908153219	Male	CBIT	ASE	4.5 LPA	IT-2	2
49	Hemanth Kumar Bhoora	hemanthbhoora387@gmail.com	7981069712	Male	CBIT	ASE	4.5 LPA	IT-2	2
50	Pokala Vivek Reddy	pokalavivekreddy9@gmail.com	9553901644	Male	CBIT	ASE	4.5 LPA	IT-2	2
51	Manasa Bedadha	manasabedadha27@gmail.com	9390410617	Female	CBIT	ASE	4.5 LPA	IT-2	2
52	Rishitha Erukulla	rishithaerukulla@gmail.com	7337328172	Female	CBIT	ASE	4.5 LPA	IT-2	2
53	Kata Sriya Sriya	sriyakata@gmail.com	9603312829	Female	CBIT	ASE	4.5 LPA	IT-2	2
54	Pulijala Manoj Kumar	mk433345@gmail.com	9381901654	Male	CBIT	ASE	4.5 LPA	IT-3	3
55	Swetha Gaddam	swethareddygaddam17@gmail.com	6302668449	Female	CBIT	ASE	4.5 LPA	IT-3	3
56	Chaitanya Bitla	chaitanyabitla1001@gmail.com	8688059209	Female	CBIT	ASE	4.5 LPA	IT-3	3
57	Dornala Shriya	dornalashriya@gmail.com	8688644933	Female	CBIT	ASE	4.5 LPA	IT-3	3
58	Jahnavi Sidda	siddajahnavi@gmail.com	9392808544	Female	CBIT	ASE	4.5 LPA	IT-3	3
59	Jaswinder Kaur	kaurjaswinder1499@gmail.com	8897055680	Female	CBIT	ASE	4.5 LPA	MCA	1
60	Meghana Suthari	sutharimeghana@gmail.com	9014774702	Female	CBIT	ASE	4.5 LPA	MCA	1
61	Anantha Lakshmi Lingala	lingala.anantha@gmail.com	9182666409	Female	CBIT	ASE	4.5 LPA	MCA	1
62	Sai Manishwar Gyajangi	manishwar.gyajangi@gmail.com	8886444651	Male	CBIT	ASE	4.5 LPA	Mechanic	1
63	Pvs Phanindra Patnala	jayadiva73@gmail.com	8374118855	Male	CBIT	ASE	4.5 LPA	Mechanic	1
64	Bhukya Nagamani	bhukyaganamani61@gmail.com	9390866146	Female	CBIT	ASE	4.5 LPA	Mechanic	2
65	Shravya Sarugu	sarugushravyaanand03@gmail.com	9908994607	Female	CBIT	ASE	4.5 LPA	Mechanic	2

ORACLE

160119733140
N.sahithya
CSE-3

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 Rasvilas Plot no. D-1,
 District Centre, Saket,
 New Delhi - 110 017
 Phone: 91-11- 46509000
 Fax: 91-11-40574722
 CIN: U74899DL1993PTC051764

Private & Confidential

19 May 2023

Nallabothula Sahithya

Dear Nallabothula,

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

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

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

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

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of INR 309,525.16 toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within

S. Shivani
160119333141
CSE - 3

 **PEPSICO**
PRIVATE AND CONFIDENTIAL

January 18, 2023

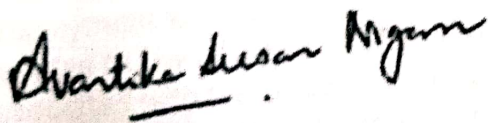
Shivani Sarikonda
Hillcrest apartment, Madhava Hills Estates Hyderabad, Telangana 500084
India

Dear Shivani Sarikonda,
It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad -IND**. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,



Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP
(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786
Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000



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ANNEXURE A

Name of Candidate: Shivani Sarikonda
 External Title – Function: Graduate Engineering Trainee-IT
 DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP
 (This entity is registered with Limited Liability) LLP Identification Number: AAO-6786
 Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
 Telangana 500075. Tel: +91 40 7136 9000



J.P.Morgan

14-Mar-2023

Shreya Bhattacharyya
BayLaurel 1501, The Botanika
Jayabheri Enclave, Gachibowli, Hyderabad
-500032
HYDERABAD
Telangana
INDIA

Dear Shreya Bhattacharyya,

Your Employment by J.P. Morgan

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

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

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

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

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 24-Mar-2023.

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

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

APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2023, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

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

A2. Employment Commencement Date

Your employment is expected to commence on 01-Jun-2023. We will confirm any change to this date to you in writing in advance.

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

A3. Working Hours / Place of Work

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

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

A4. Remuneration

Your total fixed pay will be INR 13,00,000 per annum and comprises the following components:
Rupees p.a.

1. Basic Salary	3,90,000
2. Leave Travel Assistance	40,000
3. House Rent Allowance	1,95,000
4. Provident Fund	46,800
5. Special Allowance	6,28,200
A. Total Fixed Pay	13,00,000

Special Cash Award

As soon as administratively practical and typically within 60 days from your start date, we will pay you a one-time sign-on award of INR1,50,000, less applicable taxes and deductions.

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

160119733143



143_Snigdha <snigdha.sathineni0306@gmail.com>

Fwd: IMPORTANT | JPMorgan Chase & Co. | SEP Full-time Class of 2023 | Internship Conversion Selects | Chaitanya Bharathi Institute of Technology

1 message

25 November 2022 at 14:18

Shravani Koduru <ugs19023_ece.shravani@cbit.ac.in>
To: snigdha.sathineni0306@gmail.com

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

From: **India Campus SEP Recruitment** <india.campus.sep.recruitment@jpmchase.com>
Date: Thu, Nov 10, 2022 at 4:58 PM
Subject: RE: IMPORTANT | JPMorgan Chase & Co. | SEP Full-time Class of 2023 | Internship Conversion Selects | Chaitanya Bharathi Institute of Technology
To: placements@cbit.ac.in <placements@cbit.ac.in>, ugs19023_ece.shravani@cbit.ac.in <ugs19023_ece.shravani@cbit.ac.in>
Cc: Nandan Wahi, Priyanka <priyanka.nandanwahi@jpmchase.com>, K, Karthik S <karthik.s.k@jpmchase.com>, Bagul, Jaishree <jaishree.bagul@jpmchase.com>, B N, Sunaina <sunaina.bn@jpmchase.com>

From: India Campus SEP Recruitment <india.campus.sep.recruitment@jpmchase.com>
Sent: Friday, November 04, 2022 4:34 PM
To: placements@cbit.ac.in; ugs19023_ece.shravani@cbit.ac.in
Cc: Nandan Wahi, Priyanka (HR, IND) <priyanka.nandanwahi@jpmchase.com>; K, Karthik S (HR, IND) <karthik.s.k@jpmchase.com>; Bagul, Jaishree (HR, IND) <jaishree.bagul@jpmchase.com>; B N, Sunaina (HR, IND) <sunaina.bn@jpmchase.com>
Subject: RE: IMPORTANT | JPMorgan Chase & Co. | SEP Full-time Class of 2023 | Internship Conversion Selects | Chaitanya Bharathi Institute of Technology

Hello,

We would like to thank you for your continued support to JP Morgan Chase & Co.

In addition to the earlier selected candidates, we found the below student also truly exceptional. We were very impressed by their talent, performance and qualifications. Based on their performance during their internship and their evaluations, I am delighted to let you know that they will receive a written offer to join the Firm, for the **Software Engineer Program class of 2023**.

In this position, they will have the opportunity to work with a talented, collaborative team who is committed to doing the best for their clients. They will be joining a firm that is committed to the continued growth of its employees through robust training and development programs. We look forward to their continued leadership and drive if they successfully complete the preemployment screening and decide to join the Firm.

Name	Email ID	College
Sathineni Snigdha Reddy	snigdha.sathineni0306@gmail.com	Chaitanya Bharathi Institute of Technology



celigo

Celigo India (P) Limited
 Unit # 05-01, 5th Floor, Block 1, Cyberpearl
 Madhapur Hyderabad - 500081
 Phone: +91 87908 94433
www.celigo.com
 CIN: U72200TG2012FTC081170

9666576679

Talasila Srihitha Reddy

During Full-Time employment :

Position: Software Engineer 2

Date of Joining: July 03, 2023

Annual Remuneration:
 annum. Refer Annexure 1 for break up.

160119733144
 ugs19144_cse_srihitha@cbit-org.in
 BE CSE3, 2023 Batch
 INR. 12,00,000/- (Rupees Twelve lakhs) per

Notice Period: Your employment with Celigo India Private Limited may be terminated by either party giving 2 (two) months notice in writing. You will remain accountable for the knowledge transfer of all the responsibilities under your purview to your successor identified by the organization before you are relieved. The organization has the right to terminate your services without assigning any reason on grounds of unsuccessful background verification, indiscipline, default, negligence, lack of performance in alignment to business requirements or any breach of the terms and conditions of this agreement.

Place of Work: Hyderabad, India.

Employment Type: Full-time.

This offer of employment is subject to agreement of the following conditions:

- The law governing the Agreement shall be that of the Republic of India without regard to any conflict of law principles. Any disputes arising out of this letter shall be governed by and construed in accordance with the laws of India.
- Satisfactory verification and references of the details submitted by you in your application to the Company via the background verification process regarding your education, prior employment and salary within no less than 30 days from the date of joining, failing which the Company shall be under no obligation to employ you and you shall have no claim against the Company. Any false information provided shall become the reason for termination of employment effective immediately without any compensation.
- The Company management reserves the right to organizational structure, team & tasks assignment and change in the location of the place of work pertaining to changing business needs. The Company may, from time to time, require you to perform duties normally undertaken by other employees or contractors, including different or additional duties. You will comply with such orders as may be assigned by the Company which are reasonably consistent with your position.
- The Company management reserves the right to terminate your services without assigning any reason on grounds of unsuccessful background verification, indiscipline, default, negligence or any breach of the terms and conditions of this agreement.

Akshith
160119133145
ESE 3


PEPSICO
PRIVATE AND CONFIDENTIAL

January 19, 2023

Akshith Reddy Ganta V S
Flat no.303, Pinnamaneni Residency, Sri Srinivasa Officers Colony, Kapra, ECILHyderabad,
Telangana 500062
India

Dear Akshith Reddy Ganta V S,
It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP**
("The Organization") as an integral member of the team. We look forward to working
together towards achieving PepsiCo's vision, to be the global leader in convenient foods
and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee**
- IT, to be based at **Hyderabad -IND**. Please find enclosed a copy of our offer to join.
Please review the same and agree to the terms & conditions stated online, once you join
us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your
transition to our Organization is as smooth as possible.

Regards,

Avantika Susan Nigam

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP
(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786
Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000

Name: Arun Kumar Reddy

Roll no: 160119233146

Phno: 9573617184

CSE3

Date: 09-Nov-2022

Name: Arun Kumar Rayini

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Arun Kumar Rayini,

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:

Mindtree Ltd T +91 80 6706 4000
RVCE Post, Mysore Road F +91 80 6706 4100
Bangalore 560 059 W www.mindtree.com

Candidate No: TN/80043691/22

160119733148

CSC-3

ACCELQ

ACCELQ Software Solutions India Pvt. Ltd.
The Platina, B 807, Survey.136, Gachibowli, Telangana.
Hyderabad - 500 032, India
Email : contact@accelq.com
Website : www.accelq.com

14th June 2023

To

Nagulapalli Chaitanya Krishna
S/o Nagulapalli Ravi Kanth, Plot No-7,
Gruhalaxmi Colony, Kaka Guda,
Rainbow Children Hospital,
Secunderabad, Hyderabad- 500015

Dear Nagulapalli Chaitanya Krishna,

We are pleased to inform you that you have been selected for Internship Program at ACCELQ Software Solutions India Pvt. Ltd.

As part of this program, you will be trained in the following:

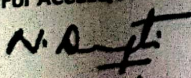
- Technical Skills (Project Related)
- General IT Skills
- Written and Spoken Communication Skills
- Etiquette

You are requested to report at the following address on **June 14th, 2023 (Wednesday)** at 10:00 AM.

ACCELQ Software Solutions India Pvt Ltd.,
The Platina, B-807, Survey.136,
Gachibowli, Hyderabad,
Telangana 500032, India.

Best Regards,

For ACCELQ Software Solutions India Pvt. Ltd.


Deepti Naravula

Director, HR

(P.S: Please return the duplicate copy of this letter, duly signed, as a token of your acceptance of the same.)

M Gmail

Pokala Deva Teja
160119733119
CSE-3 7993461499
Deva Teja <devateja30@gmail.com>

Deva Teja Pokala - Accept the Offer from SVAAS Wellness Ltd.

Tue, 13 Jun 2023 at 2:37 PM

Deva Teja <devateja30@gmail.com>
To: Aparna Pavan Vadla <aparnapavan@svaaswellness.com>

I have reviewed the terms of employment as set out in the contract and am happy to accept my starting salary for this position. I also accept the terms of the company as detailed in the conflict of interest policy.
I accept the offer.

On Tue, 13 Jun 2023, 11:57 am Aparna Pavan Vadla, <aparnapavan@svaaswellness.com> wrote:

Hi Deva Teja Pokala,

Congratulations!

Based on our interaction with you, we are pleased to offer you a position of Trainee – Engineering Team with SVAAS Wellness Ltd.

In terms of Total Compensation, we are offering you **Rs. 6,23,456 per annum (Rupees Six Lakhs Twenty Three Thousand Four Hundred and Fifty Six only)**. The details of your compensation break-up are given below. Apart from the above, you will be entitled for relocation allowance as enclosed in the email.

Name :				Deva Teja Pokala	
Role Band :				TT	
Target Total Compensation :		6,00,000			
SALARY COMPONENTS					
Basic	Monthly	20,000	Yearly	2,40,000	Remarks
House Rent Allowance	8,000		96,000	40% of Basic	
Education Allowance	200		2,400	Fixed	
Minimum Guaranteed Bonus	9,667		1,16,000		
Leave Travel Allowance	8,333		1,00,000	Upto ₹ 1 lakh	

Statutory Monthly Interim Bonus	700	8,400	
Bonus / Exgratia	-	8,400	Fixed Annual Component
Total Guaranteed Compensation	47600	5,71,200	
Provident Fund	2,400	28,800	12 % of Basic
Total Fixed Compensation	50000	6,00,000	
		-	
Target Total Compensation		6,00,000	
Additional Benefits			
Gratuity	962	11,544	4.81% of Basic
GTLI		1,912	
GPA		10,000	
Mediclaim		-	
Sub Total		23,456	
Total Cost to Company		6,23,456	

Retention Bonus: In addition to this you will be paid a one-time bonus of Rs. 1,00,000 (One Lakh only) at the completion of 1 year from your date of joining.

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

If you have any clarification on the offer, please feel free to discuss the same with me. As a token of acceptance of our offer, please send us the confirmation of the acceptance of our offer before 7:00 PM, 13th June 2023 on receipt of this email.

Note:

C.B.I.T

E-MAIL & WEB SERVICES

823

Providence India | CBIT Hyderabad (Full-time and Summer Intern) Hiring

Thu, Sep 22, 2022 at 4:43 PM

Bajaj, Rahul <Rahul.Bajaj@providence.org>
 To: Placements HEAD <placements@cbit.ac.in>
 Cc: "tpe@cbit.ac.in" <tpe@cbit.ac.in>, "po@cbit.ac.in" <po@cbit.ac.in>, "fpc_cse@cbit.ac.in" <fpc_cse@cbit.ac.in>, IT FPC <fpc_it@cbit.ac.in>, "fpc_eee@cbit.ac.in" <fpc_eee@cbit.ac.in>, "ugs19179_eee.venkata@cbit.org.in" <fpc_eee@cbit.ac.in>, "fpc_eee@cbit.ac.in" <fpc_eee@cbit.ac.in>, "ugs19053_cse.surya@cbit.org.in" <ugs19053_cse.surya@cbit.org.in>, "ugs19179_eee.venkata@cbit.org.in" <ugs19179_eee.venkata@cbit.org.in>, Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, Providence India Campus Hiring <ProvidenceIndiaCampusHiring@providence.org>, "ugs19152_cse.lakshman@cbit.org.in" <ugs19152_cse.lakshman@cbit.org.in>

Dear CBIT Team,

It's been our pleasure partnering with you and your esteemed institution for campus hiring. We hope to build and nourish this relationship year on year.

FTE Shortlisted

Candidate ID	Name	Gender
7752009	P.Sruthi	Female
7749893	Akshitha Singireddy	Female
7746397	Chandana Samineni	Female
7747381	Vemula Praneetha	Female
7748565	Hemanth Kumar Gudla	Male
7748021	Gattu Pruthvi Nag	Male

Intern Shortlisted

Candidate Id	Candidate Name	Gender
7749543	Sowmika Alwal	Female
7750463	Akella Sri Meghana	Female
7750153	Veeramallu Meghana Sreeya	Female
7750515	Shreya Koka	Female
7744881	Maroju Nikhil	Male
7750041	Mohammad Sohail	Male

Action Needed - Request you to please collect the filled in form (attached here), Aadhar and PAN card from each of the selected student (both intern and FTE) and share it with us in a zipped folder so that we can setup their profile on our systems.


** Students who do not have PAN card, should immediately apply for one.

Feel free to reach us on providenceindiacampus hiring@providence.org in case of any questions/queries.

Regards,

Providence India Campus Hiring Team

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 Personal Details - Providence Campus Hiring.docx
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