



# CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY

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Kokapet Village, Gandipet Mandal, Hyderabad, Telangana-500075, www.cbit.ac.in



COMMITTED TO  
RESEARCH,  
INNOVATION AND  
EDUCATION

**45**  
years

## DEPARTMENT OF CHEMICAL ENGINEERING

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

S.No	Roll No	Name of student placed	Page numbers
1	160119802001	Abhitha Suggala	2
2	160119802002	Akshara K	16
3	160119802003	Amrutha Raga Merla	17
4	160119802004	Amulya Pathuri	20
5	160119802005	Anitha Islavath	26
6	160119802007	Krishna Priya Devarabhatla	34
7	160119802009	Pravalika Mamidi	36
8	160119802010	Preethi B.	37
9	160119802011	Priyanka Masula	38
10	160119802012	Sadia Husaini	44
11	160119802014	Shalinee Mallick	62
12	160119802015	Sri Chitra Valivarthi	70
13	160119802016	Srija Chavali	90
14	160119802018	Vinoothna Muttatabattula	91
15	160119802020	Anshul Krishna Somannagari	92
16	160119802022	Bhavesht Agarwal	93
17	160119802023	Chirag Jain Godha	112
18	160119802024	Dhanush Reddy Aveti	132
19	160119802027	Hima Vamsi Chirravuri	134
20	160119802032	Pavan Kumar Dilli	140
21	160119802034	Pranay Kumar Reddy Karna	147
22	160119802035	Pratham Jain	150
23	160119802036	Sai Mani Yogesh Kosuru	153
24	160119802039	Surya Mukesh Doddi	156
25	160119802040	Uma Mahesh Gollakoti	163
26	160119802042	Yashraj Delhiwala	167
27	160119802302	Gollapudi S S Sri Krishna Chaitanya	168
28	160119802303	Dudala Tejashwini	169
29	160119802304	K Sandeep Kumar	171
30	160119802305	Gundreddypally Saiteja Goud	173
31	160119802306	Mengarathi Priyanka Shanthi	174

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**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 &lt;placements@cbit.ac.in&gt;, "prathambunny.19@gmail.com" &lt;prathambunny.19@gmail.com&gt;

Cc: "Pillay, Kanchan" &lt;kanpillay@deloitte.com&gt;, "., Anand" &lt;anand6@deloitte.com&gt;, Principal CBIT &lt;principal@cbit.ac.in&gt;, Anne Violet CBIT-HR &lt;hr@cbit.ac.in&gt;, "faculty\_placementcoordinators@cbit.ac.in" &lt;faculty\_placementcoordinators@cbit.ac.in&gt;, "2023placementinfo@cbit.org.in" &lt;2023placementinfo@cbit.org.in&gt;, USI Consulting Campus TA &lt;usiconsultingcampusta@deloitte.com&gt;, "Kapil, Ishani" &lt;ikapil@deloitte.com&gt;

Hi NLN sir and CBIT Team,

Please find attached the test shortlists for Deloitte USI Consulting profile for the event planned on 25<sup>th</sup> August. As a next step, please help share the resumes in the below format by today 24<sup>th</sup> 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](mailto: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](mailto:harimenon@deloitte.com) | [www.deloitte.com](http://www.deloitte.com)

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**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

<[usiconsultingcampusta@deloitte.com](mailto:usiconsultingcampusta@deloitte.com)>

**Subject:** Deloitte USI || Calling for Applications || CBIT, Hyderabad



Deloitte Consulting | August 16, 2022



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## Campus Recruitment Update

# Eligibility criteria and profile details

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Dear Team,

Thank you for your time.

As per our discussion, the following are the eligibility criteria for the available position:

### **Profile 1 : Analyst – Deloitte USI Consulting**

#### ***Eligibility Criteria:***

- B.Tech/ B.E. – All Electronics/ Electrical/Instrumentation streams, Computer Science/ IT, Mechanical, Civil and Chemical streams
- M.Tech – Computer Science and Engineering/IT streams
- MCA
- 2023 Graduates only
- No active backlogs
- Aggregate 60% or CGPA of 6.5 and above

The compensation set for the requisite role is CTC **₹7,60,000**

<p><b>Job description and more information on the profile:</b></p>	<p>Please find the JD attached- <b><i>Deloitte USI Consulting Analyst JD</i></b></p>
<p><b>Registration link:</b></p>	<p><a href="#">Click Here</a></p>

**Important dates for the process:**

- Registration end date: **18-Aug-2022 4:00 pm**
- Last date to send the candidate/applicant details in the attached excel: **18-Aug-2022 6:00 pm**
- Test Date : **20-Aug-2022**
- Hiring Event Date: **25-Aug-2022 9:00 am onwards**

Please ensure all the below points are taken into consideration before the process:

- 1. It is mandatory to meet all the eligibility criteria for the applicants to register and appear for the online test.**
- 2. Request you to send the details of the candidates who have registered, in the attached excel- "*Candidate details appearing for the test process*" along with their preferences by 18-Aug-2022 6:00 pm**
- 3. Students should have a laptop/desktop with functional webcam capability along with stable and secure internet connectivity.**

Please feel free to contact us if you have any questions.

Kind regards,  
**Campus Team**

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**Deloitte USI Consulting- Test Shortlists- CBIT.xlsx**

25K

**Placements HEAD** <placements@cbit.ac.in>

Wed, Aug 24, 2022 at 10:31 AM

To: Principal CBIT &lt;principal@cbit.ac.in&gt;, Director CDC &lt;director\_cdc@cbit.ac.in&gt;, po@cbit.ac.in, tpo@cbit.ac.in, Anne Violet CBIT-HR &lt;hr@cbit.ac.in&gt;, faculty\_placementcoordinators@cbit.ac.in, 2023placementinfo@cbit.org.in

[Quoted text hidden]

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With Best Regards,

**Dr. NLN REDDY,****Advisor - Career Development Centre (A)****Chaitanya Bharathi Institute of Technology****8466997218****98494 66587****Deloitte USI Consulting- Test Shortlists- CBIT.xlsx**

25K

**Bhaley, Sanchi Praveen** <sbhaley@deloitte.com>

Thu, Aug 25, 2022 at 10:51 AM

To: Placements HEAD &lt;placements@cbit.ac.in&gt;, "prathambunny.19@gmail.com" &lt;prathambunny.19@gmail.com&gt;

Cc: "Pillay, Kanchan" &lt;kanpillay@deloitte.com&gt;, "., Anand" &lt;anand6@deloitte.com&gt;, Principal CBIT

&lt;principal@cbit.ac.in&gt;, Anne Violet CBIT-HR &lt;hr@cbit.ac.in&gt;, "faculty\_placementcoordinators@cbit.ac.in"

&lt;faculty\_placementcoordinators@cbit.ac.in&gt;, "2023placementinfo@cbit.org.in" &lt;2023placementinfo@cbit.org.in&gt;, USI

Consulting Campus TA &lt;usiconsultingcampusta@deloitte.com&gt;, "Kapil, Ishani" &lt;ikapil@deloitte.com&gt;, "Menon, Hari"

&lt;harimenon@deloitte.com&gt;

Hi Team,

Please find the process link for **Panel 9** below:Link: <https://deloitte.zoom.us/j/94675608542?pwd=eFdQMDdYb21wNmQ2a2hYdE5DSXRJZz09>

Passcode: 477374

Regards,

Campus Team

**From:** Menon, Hari <harimenon@deloitte.com>**Sent:** Wednesday, August 24, 2022 8:26 AM**To:** Placements HEAD <placements@cbit.ac.in>; prathambunny.19@gmail.com**Cc:** Pillay, Kanchan <kanpillay@deloitte.com>; ., Anand <anand6@deloitte.com>; Principal CBIT

&lt;principal@cbit.ac.in&gt;; Anne Violet CBIT-HR &lt;hr@cbit.ac.in&gt;; faculty\_placementcoordinators@cbit.ac.in;

2023placementinfo@cbit.org.in; USI Consulting Campus TA &lt;usiconsultingcampusta@deloitte.com&gt;; Kapil, Ishani

&lt;ikapil@deloitte.com&gt;

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[@prathambunny.19@gmail.com](mailto:@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](mailto:harimenon@deloitte.com) | [www.deloitte.com](http://www.deloitte.com)

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**Sent:** Tuesday, August 16, 2022 6:59 PM

**To:** Placements HEAD <[placements@cbit.ac.in](mailto:placements@cbit.ac.in)>; [prathambunny.19@gmail.com](mailto:prathambunny.19@gmail.com)

**Cc:** Pillay, Kanchan <[kanpillay@deloitte.com](mailto:kanpillay@deloitte.com)>; .. Anand <[anand6@deloitte.com](mailto:anand6@deloitte.com)>; Principal CBIT <[principal@cbit.ac.in](mailto:principal@cbit.ac.in)>; Anne Violet CBIT-HR <[hr@cbit.ac.in](mailto:hr@cbit.ac.in)>; [faculty\\_placementcoordinators@cbit.ac.in](mailto:faculty_placementcoordinators@cbit.ac.in); [2023placementinfo@cbit.org.in](mailto:2023placementinfo@cbit.org.in); Chadha, Garima <[gchadha@deloitte.com](mailto:gchadha@deloitte.com)>; USI Consulting Campus TA <[usiconsultingcampusta@deloitte.com](mailto:usiconsultingcampusta@deloitte.com)>

**Subject:** Deloitte USI || Calling for Applications || CBIT, Hyderabad



Deloitte Consulting | August 16, 2022



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  - Aggregate 60% or CGPA of 6.5 and above
- 

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	<b>JD</b>
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## Confirmation of Verbal Offers || CBIT Hyderabad

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**Menon, Hari** <harimenon@deloitte.com>

Thu, Aug 25, 2022 at 5:08 PM

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>, "Kapil, Ishani" <ikapil@deloitte.com>, "Chadha, Garima" <gchadha@deloitte.com>, "Bhaley, Sanchi Praveen" <sbhaley@deloitte.com>, "Rawatkar, Ateet" <arawatkar@deloitte.com>, "Gaur, Manika" <mangaur@deloitte.com>



Deloitte Consulting | August 2022



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**Shortlisted candidates**

**Confirmation**

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Dear Team,

Thank you for participating in the 2022 Campus Recruitment by **Deloitte**.

On behalf of our organisation, we would like to thank you for all your support and collaboration.

As a follow-up to the **65** offers communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by **29<sup>th</sup> August 2022**.

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Please reach out to us if you have any queries.

Best regards,

**Campus Team**



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**Deloitte USI Consulting - Final Selects - CBIT Hyderabad- VOE.xlsx**

16K

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 Kooya	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	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/hcS6SivNjHvgetQn9	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	9.1901E+11
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	160119737106	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	9.17033E+11
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

To

Date: 4<sup>th</sup> January, 2023

Kadire Akshara

Subject: Internship Offer Letter

Dear Kadire Akshara

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

Note:

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

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

Yours truly,

For Intellipaat Software Solutions Private Limited



**Dewaker Singh Bisht**  
Director - Human Resources

Intellipaat Software Solutions Pvt. Ltd.

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



## APPOINTMENT LETTER

01<sup>st</sup> December 2023

Inteq/BPO/301

To  
Ms. Amrutha Raga Merla,  
Villa No 238, Splendid Aparna Palm Meadows,  
Near Dhola Ri Dhani, Kompally,  
Ranga Reddy, Telangana - 500014

Dear Amrutha,

We are pleased to offer you the position of Executive- Operations on the following terms and conditions.

1. You shall be on training/probation for six months from the date of joining. On successful completion of this period you shall be confirmed subject to the terms and conditions of the Company and your satisfactory performance.
2. You shall be paid a stipend/salary of Rs. 600000/- per annum.
3. Your current roles and responsibilities are outlined in Annexure B to this Appointment Letter.
4. On official visit/ tour you will be guided by the company policies that will be notified from time to time.
5. a) This appointment shall be effective from the date you join the organisation.  
b) The company expects you to work with a high standard of initiative, efficiency and economy.
6. During the employment with the company, you may be liable to be transferred or deputed to any of the offices/ divisions/ departments/ units of the Company/ associate/ subsidiary group companies whether existing or to be set up, whether in the same town/ city or to any other town / city anywhere in India or abroad on the same or similar terms and conditions of the employment.
7. During your employment with the company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time. You will be also be governed by the company's policies and rules regarding Leave, Provident Fund, Travel Allowance, Medical Reimbursement, Gratuity, Disciplinary Policy and any other matters.
8. You are required not to divulge, communicate or pass on any information related to any aspect of the Company to any one not employed by the company.

**Inteq BPO Services Pvt. Ltd.**

1 of 3

An ISO 27001: 2013 Company

# 1365, Road No.45, Jubilee Hills, Hyderabad - 500033, Telangana, India  
GSTIN: 36AABC19269B1ZJ, CIN: U72200TG2008PTC058909  
Telefax: +91-40-2355 2931/32/33  
Email: [contact@inteqbpo.com](mailto:contact@inteqbpo.com), website: [www.inteqbpo.com](http://www.inteqbpo.com)



9. You are required to strictly maintain the secrecy of the Company and not to divulge or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your superior. Any such disclosure is a serious case of in-discipline and would attract serious disciplinary action.
10. You are required to deal with the company's money, material and documents with utmost honesty and professional ethics. If you are found guilty at any point of time of moral turpitude or of dishonesty in dealing with the company's money or material or documents, or of theft, or of misappropriation, regardless of the value involved, your services would attract serious disciplinary and appropriate legal action.
11. This appointment is subject to your being found physically and mentally fit.
12. You are required to maintain yourself in a state of medical / physical / mental fitness. Any neglect on your part in this may render you medically unfit during service which in turn would render you liable for termination with immediate effect, notwithstanding any other terms and conditions mentioned in your appointment letter.
13. You are required not to engage yourself in any other gainful or commercial employment, or business, part time or full time directly or indirectly, simultaneously, as long as you are employed with Inteq BPO Services Private Ltd., or engage yourself directly or indirectly in any other profitable business connected with the dealings or activities of the Company in any way. Any action to the contrary would render your services liable for termination, notwithstanding any other terms and conditions mentioned in your appointment letter.
14. Any work carried out by you during your period of employment at Inteq BPO Services Private Limited either part or whole of a project shall be the property of the Company.
15. The appointment is subject to your acceptance of the following:
  - Terms and Conditions of appointment
  - Non Disclosure agreement
  - Non Compete agreement
  - System Usage Guideline
  - General Administrative Guidelines
16. This offer supercedes all the previous employment agreements between you and the organization (if any)

17. Please sign the duplicate copy of this terms and conditions and return it to us as your acceptance of the terms and conditions. You are advised to go through the contents of this letter before signing the duplicate copy. In case we do not receive your acceptance of the terms and conditions within a week the appointment stands cancelled.

Yours truly,  
For Inteq BPO Services Private Limited

  
**B Venkatesh**  
**HR Executive**

I have read and understood the terms and conditions of my appointment letter. I hereby accept this offer of appointment with the terms and conditions mentioned in it.

Signature: Amrutha

Name: Amrutha Raga Merla

Place: Hyderabad

Date: 02/12/2023

**Visiting School Program 2023 - Congratulations! Shortlisted students from CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY.xlsx**

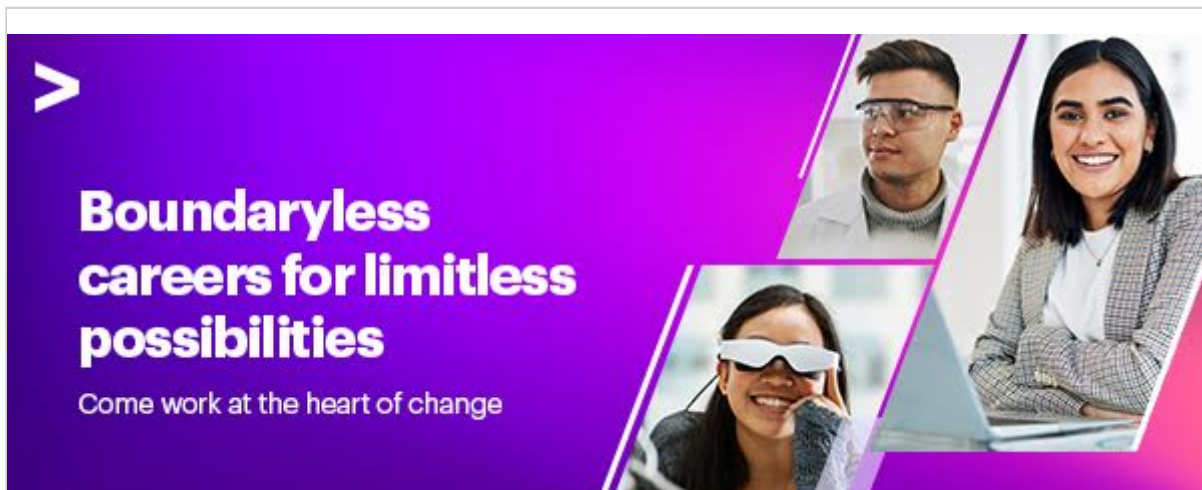
1 message

**Thammareddy, Hasitha** <hasitha.thammareddy@accenture.com>

Wed, Sep 14, 2022 at 4:15 PM

To: "placements@cbit.ac.in" &lt;placements@cbit.ac.in&gt;

Cc: "PRAMOD JADHAV, RUPALI" &lt;rupali.pramod.jadhav@accenture.com&gt;, "Tripathi, Prakhar" &lt;prakhar.d.tripathi@accenture.com&gt;



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](mailto: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.



Wishing you and students the best,

Regards,

Campus Recruitment Team

Accenture in India

Stay Connected



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[www.accenture.com](http://www.accenture.com)



**CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY.xlsx**

14K

Sl.No.	Roll No.	Name	Branch		Primary Email	Mobile	Gender	GC Approved	LOI Status	CTC	Section
1	160119735041	Satya Sai Eeshwar Ganesh Ganiseti	ECE-1	1	ugs19041_ece.satya@cbit.ac.in	7989081620	Male	CBIT	Adv ASE	6.5 LPA	1
2	160119735302	Pallavi Pabbathi	ECE-1	1	ugs19302_ece.pabbathi@cbit.ac.in	7671070094	Female	CBIT	Adv ASE	6.5 LPA	1
3	160119737088	Trisha Karhale	IT-2		ugs19088_it.trisha@cbit.ac.in	8688100690	Female	CBIT	Adv ASE	6.5 LPA	2
4	160119737174	Suhas Gajawada	IT-3	3	ugs19174_it.suhas@cbit.org.in	7207739698	Male	CBIT	Adv ASE	6.5 LPA	3
1	160119805030	Sri Harshini Kothamasu	Biotech		ugs19030_bio.sri@cbit.ac.in	9490548075	Female	CBIT	ASE	4.5 LPA	1
2	160119802004	Amulya Pathuri	Chemical		ammupat30@gmail.com	8297926909	Female	CBIT	ASE	4.5 LPA	
3	160119732105	Mallevoina Ravi	Civil-2	2	ugs19105_civil.ravi@cbit.org.in	9347701911	Male	CBIT	ASE	4.5 LPA	2
4	160119733018	Supriya Taduri	CSE-1	1	ugs19018_cse.supriya@cbit.org.in	9390356463	Female	CBIT	ASE	4.5 LPA	1
5	160119733043	Rohit sunkara	CSE-1	1	ugs19043_cse.rohit@cbit.org.in	8328117725	Male	CBIT	ASE	4.5 LPA	1
6	160119733046	Sai Vaibhav Bheema	CSE-1	1	ugs19046_cse.sai@cbit.org.in	9550672721	Male	CBIT	ASE	4.5 LPA	1
7	160119733002	Ellapagari Anusha	CSE-1	1	ugs19002_cse.anusha@cbit.org.in	8639546636	Female	CBIT	ASE	4.5 LPA	1
8	160119733010	Praneetha Koppala	CSE-1	1	ugs19010_cse.praneetha@cbit.org.in	9640550657	Female	CBIT	ASE	4.5 LPA	1
9	160119733047	Saket M V S	CSE-1	1	ugs19047_cse.saket@cbit.org.in	9849181964	Male	CBIT	ASE	4.5 LPA	1
10	160119733039	P. Praveen Varma	CSE-1	1	ugs19039_cse.praveenvarma@cbit.org	7981130830	Male	CBIT	ASE	4.5 LPA	1
11	160119733035	Mohammed Asim	CSE-1	1	ugs19035_cse.mohammed@cbit.org.in	7032673387	Male	CBIT	ASE	4.5 LPA	1
12	160119733085	Vanga Bhagathkumar	CSE-2	2	ugs19085_cse.bhagathkumar@cbit.org	9391095932	Male	CBIT	ASE	4.5 LPA	2
13	160119733090	Merla Jaswanth	CSE-2	2	ugs19090_cse.jaswanth@cbit.org.in	9398751803	Male	CBIT	ASE	4.5 LPA	2
14	160119733074	Shreya Yamjala	CSE-2	2	ugs19074_cse.shreya@cbit.org.in	9390519729	Female	CBIT	ASE	4.5 LPA	2
15	160119733141	Shivani Sarikonda	CSE-3	3	ugs19141_cse.shivani@cbit.org.in	9390077612	Female	CBIT	ASE	4.5 LPA	3
16	160119733318	Ramya sri Gonooru	CSE-3	3	ugs19318_cse.gonooru@cbit.org.in	9032901904	Female	CBIT	ASE	4.5 LPA	3
17	160119733137	Praneetha Vemula	CSE-3	3	ugs19137_cse.praneetha@cbit.org.in	7337437847	Female	CBIT	ASE	4.5 LPA	3
18	160119733132	Meghana Marampally	CSE-3	3	ugs19132_cse.meghana@cbit.org.in	9010649639	Female	CBIT	ASE	4.5 LPA	3
19	160119733124	Ankitha Vankudothu	CSE-3	3	ugs19124_cse.ankitha@cbit.org.in	9100184397	Female	CBIT	ASE	4.5 LPA	3
20	160119733167	SAKETH SIDDARTHA T L	CSE-3	3	ugs19167_cse.saketh@cbit.org.in	9908258534	Male	CBIT	ASE	4.5 LPA	3
21	160119733314	Ashok Nalla	CSE-3	3	Ugs19314_cse.nalla@cbit.org.in	9182864354	Male	CBIT	ASE	4.5 LPA	3
22	160119733155	Padigela Nithin kumar	CSE-3	3	ugs19155_cse.nithin@cbit.org.in	7287035691	Male	CBIT	ASE	4.5 LPA	3
23	160119735025	Sravya Karyampudi	ECE-1	1	ugs19025_ece.sravya@cbit.ac.in	8332966358	Female	CBIT	ASE	4.5 LPA	1
24	160119735040	Akula Sai Vamshi	ECE-1	1	ugs19040_ece.sai@cbit.ac.in	9059703312	Male	CBIT	ASE	4.5 LPA	1
25	160119735008	Jayasree Kolipakula	ECE-1	1	ugs19008_ece.jayasree@cbit.ac.in	7680800843	Female	CBIT	ASE	4.5 LPA	1
26	160119735017	Ramya Challa	ECE-1	1	ugs19017_ece.ramya@cbit.ac.in	9390337600	Female	CBIT	ASE	4.5 LPA	1
27	160119735009	LASYA GUDURU	ECE-1	1	ugs19009_ece.lasya@cbit.ac.in	9390432940	Female	CBIT	ASE	4.5 LPA	1
28	160119735070	Jagruithie Sadula	ECE-2	2	ugs19070_ece.jagruithie@cbit.ac.in	8688669566	Female	CBIT	ASE	4.5 LPA	2
29	160119735105	Sami Shaik	ECE-2	2	ugs19105_ece.shaik@cbit.org.in	9133596974	Male	CBIT	ASE	4.5 LPA	2
30	160119735100	KOPPISETTI RAJIV	ECE-2	2	ugs19100_ece.rajiv@cbit.ac.in	8500995689	Male	CBIT	ASE	4.5 LPA	2
31	160119735311	Gugulothu Revanth	ECE-2	2	ugs19311_ece.gugulothu@cbit.org.in	7093385008	Male	CBIT	ASE	4.5 LPA	2
32	160119735087	Chaitanya Jonnadula	ECE-2	2	ugs19087_ece.chaitanya@cbit.ac.in	9963335976	Male	CBIT	ASE	4.5 LPA	2
33	160119735082	Yasaswini Polavarapu	ECE-2	2	ugs19082_ece.yasaswini@cbit.ac.in	7331111277	Female	CBIT	ASE	4.5 LPA	2
34	160119735073	Nomitha banavath	ECE-2	2	ugs19073_ece.nomitha@cbit.ac.in	9059663101	Female	CBIT	ASE	4.5 LPA	2
35	160119735170	Siddarth Vempati	ECE-3	3	ugs19170_ece.sai@cbit.org.in	9390218208	Male	CBIT	ASE	4.5 LPA	3
36	160119735138	Bharath Battipally	ECE-3	3	ugs19138_ece.bharath@cbit.ac.in	8790658901	Male	CBIT	ASE	4.5 LPA	3

Sl.No.	Roll No.	Name	Branch		Primary Email	Mobile	Gender	GC Approved	LOI Status	CTC	Section
37	160119735125	Muthyam Mithila	ECE-3	3	ugs19125_eee.muthyam@cbit.ac.in	7569813305	Female	CBIT	ASE	4.5 LPA	3
38	160119734302	Pavan Kumar Naraboina	EEE-1	1	ugs19302_eee.naraboina@cbit.org.in	7993871909	Male	CBIT	ASE	4.5 LPA	1
39	160119734053	Shiva teja Daram	EEE-1	1	Ugs19053_eee.shiva@cbit.org.in	6301870214	Male	CBIT	ASE	4.5 LPA	1
40	160119734003	Seggam Gnana Prasanna	EEE-1	1	ugs19003_eee.prasanna@cbit.org.in	9390277522	Female	CBIT	ASE	4.5 LPA	1
41	160119734062	Firdous Anjum	EEE-2	2	ugs19062_eee.anjum@cbit.org.in	8688736541	Female	CBIT	ASE	4.5 LPA	2
42	160119737024	Tejashwini Rachagolla	IT-1	1	ugs19024_it.tejashwini@cbit.ac.in	8341840819	Female	CBIT	ASE	4.5 LPA	1
43	160119737182	Varun Singh	IT-1	1	ugs19182_it.varun@cbit.ac.in	6006286695	Male	CBIT	ASE	4.5 LPA	1
44	160119737084	Srija Kotha	IT-2	2	ugs19084_it.srija@cbit.ac.in	9177600981	Female	CBIT	ASE	4.5 LPA	2
45	160119737167	Sai Jayanth Kumar Adepu	IT-2		ugs19167_it.sai@cbit.ac.in	8688150756	Male	CBIT	ASE	4.5 LPA	2
46	160119737089	VARSHITHA KOPPULA	IT-2	2	ugs19089_it.varshitha@cbit.ac.in	8309935663	Female	CBIT	ASE	4.5 LPA	2
47	160119737061	Anusha Bandaru	IT-2	2	ugs19061_it.anusha@cbit.ac.in	9515063069	Female	CBIT	ASE	4.5 LPA	2
48	160119737091	Adarsh reddy	IT-2	2	ugs19091_it.adarsh@cbit.ac.in	9908153219	Male	CBIT	ASE	4.5 LPA	2
49	160119737095	Hemanth Bhoora	IT-2	2	ugs19095_it.hemanth@cbit.ac.in	7981069712	Male	CBIT	ASE	4.5 LPA	2
50	160119737120	Vivek reddy Pokala	IT-2	2	ugs19120_it.vivek@cbit.org.in	9553901644	Male	CBIT	ASE	4.5 LPA	2
51	160119737073	Manasa Bedadha	IT-2	2	ugs19073_it.manasa@cbit.ac.in	9390410617	Female	CBIT	ASE	4.5 LPA	2
52	160119737075	Rishitha Erukulla	IT-2	2	rishithaerukulla@gmail.com	7337328172	Female	CBIT	ASE	4.5 LPA	2
53	160119737085	kata sriya	IT-2	2	ugs19085_it.sriya@cbit.ac.in	9603312829	Female	CBIT	ASE	4.5 LPA	2
54	160119737162	P. Manoj Kumar	IT-3	3	mk433345@gmail.com	9381901654	Male	CBIT	ASE	4.5 LPA	3
55	160119737145	Swetha Reddy	IT-3	3	ugs19145_it.swetha@cbit.ac.in	6302668449	Female	CBIT	ASE	4.5 LPA	3
56	160119737125	Chaitanya Bitla	IT-3	3	ugs19125_it.chaitanya@cbit.ac.in	8688059209	Female	CBIT	ASE	4.5 LPA	3
57	160119737142	Shriya Dornala	IT-3	3	ugs19142_it.shriya@cbit.ac.in	8688644933	Female	CBIT	ASE	4.5 LPA	3
58	160119737132	Jahnvi Sidda	IT-3	3	ugs19132_it.jahnvi@cbit.ac.in	9392808544	Female	CBIT	ASE	4.5 LPA	3
59	160121862026	Jaswinder Kaur	MCA		pgs21026_mca.jaswinder@cbit.org.in	8897055680	Female	CBIT	ASE	4.5 LPA	1
60	160121862052	Suthari Meghana	MCA	1	pgs21052_mca.meghana@cbit.org.in	9014774702	Female	CBIT	ASE	4.5 LPA	1
61	160121862036	L Anantha Lakshmi	MCA	1	pgs21036_mca.lakshmi@cbit.org.in	9182666409	Female	CBIT	ASE	4.5 LPA	1
62	160119736040	Gyajangi Sai Manishwar	Mechl-1	1	ugs19040_mech.sai@cbit.org.in	8886444651	Male	CBIT	ASE	4.5 LPA	1
63	160119736033	PVS PHANINDRA Patnala	Mechl-1	1	ugs19033_mech.phanindra@cbit.org.in	8374118855	Male	CBIT	ASE	4.5 LPA	1
64	160119736068	Bhukya nagamani	Mech-2	2	bhukyanagamani61@gmail.com	19390866146	Female	CBIT	ASE	4.5 LPA	2
65	160119736071	Shravya Sarugu	Mech-2	2	ugs19071_mech.shravya@cbit.org.in	9908994607	Female	CBIT	ASE	4.5 LPA	2
66	160119736089	Etukala prema	Mech-2	2	ctukalapremasai@gmail.com	9390242590	Male	CBIT	ASE	4.5 LPA	2

Sl.No.	Candidate Name	Primary Email	Mobile	Gender	GC Approved	LOI Status	CTC	Branch	Section
1	Satya Sai Eeshwar Ganesh Ganiseti	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	ammupat30@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	varmamukesh374@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	Yamjala Shreya	shreyayamjala@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	ramyasrig25@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	Sravya Karyampudi	sraavyakaryampudi2002@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	Jagruithie Sadula	sjagruithie2002@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 Jonnadula	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	shivatejadaram@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	jayanthasaiadepu788@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	Jahnvi Sidda	siddajahnvi@gmail.com	9392808544	Female	CBIT	ASE	4.5 LPA	IT-3	3

Sl.No.	Candidate Name	Primary Email	Mobile	Gender	GC Approved	LOI Status	CTC	Branch	Section
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	Mechanica	1
63	Pvs Phanindra Patnala	jayadiva73@gmail.com	8374118855	Male	CBIT	ASE	4.5 LPA	Mechanica	1
64	Bhukya Nagamani	bhukyanagamani61@gmail.com	9390866146	Female	CBIT	ASE	4.5 LPA	Mechanica	2
65	Shravya Sarugu	sarugushravyaanand03@gmail.com	9908994607	Female	CBIT	ASE	4.5 LPA	Mechanica	2
66	Prema Sai Etukala	etukalapremasai@gmail.com	9390242590	Male	CBIT	ASE	4.5 LPA	Mechanica	2

**Mindtree 2023 Batch T School | Interview Selects & Interview in Progress Data**

1 message

**Macherla Kiran Kumar** <Macherla.Kirankumar@mindtree.com>

Mon, Sep 26, 2022 at 6:34 PM

To: "nlreddypo@gmail.com" &lt;nlreddypo@gmail.com&gt;, Placements HEAD &lt;placements@cbit.ac.in&gt;

Cc: Ashok Ranjith R &lt;Ashok@mindtree.com&gt;, Pramod M V &lt;Pramod.MV@mindtree.com&gt;, "Yohitha S (IN90662)" &lt;Yohitha.S2@mindtree.com&gt;

Dear Prof. NLN Reddy,

We are pleased to share the list of selected students from Chaitanya Bharathi Institute of Technology. Request your help in cascading this information to the selected students and keep us updated on the final list of students who have opted for Mindtree. The offer letters will be rolled out only to the subset of students who have opted and shared their interest to join Mindtree.

- PFA sheet "**Mindtree Selected List**" consisting of the final list of students' details for Graduate Engineer Trainee, INR 4 LPA
- PFA Sheet "**Interview in Progress**". We will share the results once the evaluation process for these students is completed.
- Interviews for INR 5, INR 6.5 LPA are in progress and will let you know once the interviews are completed

We congratulate you and the selected students for their performance in our evaluation process.

Please convey our wishes to all the students, faculty members, placement coordinators of Chaitanya Bharathi Institute of Technology. We really appreciate your relentless support and collaboration in making the interview process very smooth. Please share any feedback to improve our process further.

**Disclaimer:**

Please note that at any stage of the interview process or upon joining Mindtree, if it is brought to our notice that the candidate has indulged in malpractices or used illegal means to clear the campus assessments, the company shall revoke the offer with immediate effect, and reserve rights to take suitable action against the candidate as we may deem fit. Mindtree does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect fee for recruitment.

Regards,

**Macherla Kiran Kumar**

University Liaison &amp; Early Career Engagement

Ph: +91 9000049988



<http://www.mindtree.com/email/disclaimer.html>

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**2 attachments**

 **Mindtree Selected List\_CBIT.xlsx**  
20K

 **Interview in Progress\_CBIT.xlsx**  
13K

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**Mindtree 2023 Batch T School | Interview Selects & Interview in Progress Data**

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**Macherla Kiran Kumar** <Macherla.Kirankumar@mindtree.com>

Mon, Oct 17, 2022 at 6:38 PM

To: "nlreddypo@gmail.com" &lt;nlreddypo@gmail.com&gt;, Placements HEAD &lt;placements@cbit.ac.in&gt;

Cc: Pramod M V &lt;Pramod.MV@mindtree.com&gt;, "Yohitha S (IN90662)" &lt;Yohitha.S2@mindtree.com&gt;

Dear Prof. NLN Reddy,

Please find attached the updated selected students list from Chaitanya Bharathi Institute of Technology.

[Quoted text hidden]

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<http://www.mindtree.com/email/disclaimer.html>**Mindtree Selected List\_CBIT.xlsx**

21K



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**Mindtree 2023 Batch T School | Interview Selects & Interview in Progress Data**

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**Macherla Kiran Kumar** <Macherla.Kirankumar@mindtree.com>

Thu, Oct 13, 2022 at 12:05 AM

To: "nlreddypo@gmail.com" &lt;nlreddypo@gmail.com&gt;, Placements HEAD &lt;placements@cbit.ac.in&gt;

Cc: Pramod M V &lt;Pramod.MV@mindtree.com&gt;, "Yohitha S (IN90662)" &lt;Yohitha.S2@mindtree.com&gt;

Dear Prof. NLN Reddy,

Please find attached the updated selected students list and interviews in progress data from Chaitanya Bharathi Institute of Technology.

Request you to kindly share us the data of students accepting our offer to take it forward.

Regards,

**Macherla Kiran Kumar**

University Liaison &amp; Early Career Engagement

Ph: +91 9000049988



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**From:** Macherla Kiran Kumar**Sent:** Monday, September 26, 2022 6:35 PM**To:** nlreddypo@gmail.com; Placements HEAD <placements@cbit.ac.in>**Cc:** Ashok Ranjith R <Ashok@mindtree.com>; Pramod M V <Pramod.MV@mindtree.com>; Yohitha S (IN90662) <Yohitha.S2@mindtree.com>**Subject:** Mindtree 2023 Batch T School | Interview Selects & Interview in Progress Data

Dear Prof. NLN Reddy,

[Quoted text hidden]

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<http://www.mindtree.com/email/disclaimer.html>

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**2 attachments** **Mindtree Selected List\_CBIT.xlsx**  
20K **Interview in Progress\_CBIT.xlsx**  
11K



S No	Candidate Name	Candidate Email id	UG Stream	College Name
1	Kavya Donga	kavyaraos9896@gmail.com	BIO TECHNOLOGY	Chaitanya Bharathi Institute of Technology
2	V S Satya Nagalakshmi Mounika Kavuri	dmounika317@gmail.com	BIO TECHNOLOGY	Chaitanya Bharathi Institute of Technology
3	Sravya Kunaparaju	sravyakraju@gmail.com	BIO TECHNOLOGY	Chaitanya Bharathi Institute of Technology
4	Jeremiah Paul Gorremuchu	g.jeremiahpaul20@gmail.com	BIO TECHNOLOGY	Chaitanya Bharathi Institute of Technology
5	Manisha Reddy Gavini	gavinimanishareddy@gmail.com	BIO TECHNOLOGY	Chaitanya Bharathi Institute of Technology
6	Sruthi Reddy Sompuram	sruthireddy2620014@gmail.com	BIO TECHNOLOGY	Chaitanya Bharathi Institute of Technology
7	Chirag Jain Godha	jainc8684@gmail.com	CHEMICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
8	Anitha Islavath	anithaeducation5@gmail.com	CHEMICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
9	Shalinee Mallick	shalineemallick1@gmail.com	CHEMICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
10	Srija Chavali	chsrija07@gmail.com	CHEMICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
11	Pratham Jain	prathamjain2806@gmail.com	CHEMICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
12	Khyathi Vardhini Vangala	khyathivardhinivangala@gmail.com	CIVIL ENGINEERING	Chaitanya Bharathi Institute of Technology
13	Karnam Nikitha	nikithakarnam08@gmail.com	CIVIL ENGINEERING	Chaitanya Bharathi Institute of Technology
14	Kontemukkula Chihnitha	chihnithak@gmail.com	CIVIL ENGINEERING	Chaitanya Bharathi Institute of Technology
15	Rahul Gundaju	rahulgundaju@gmail.com	CIVIL ENGINEERING	Chaitanya Bharathi Institute of Technology
16	Kamal Sai Arukala	saikamal0078@gmail.com	CIVIL ENGINEERING	Chaitanya Bharathi Institute of Technology
17	Atufa Tanyem	atufa1307@gmail.com	CIVIL ENGINEERING	Chaitanya Bharathi Institute of Technology
18	Rachapaka Anusha	rachapakaanusha126@gmail.com	CIVIL ENGINEERING	Chaitanya Bharathi Institute of Technology
19	Modem Dinesh	dineshmodem5132@gmail.com	CIVIL ENGINEERING	Chaitanya Bharathi Institute of Technology
20	Samreen Sulthana	samreensulthanamd2002@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
21	Preethi Gadipeddapur	gadipeddapurpreethi@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
22	Sreenija Jakkula	sreenija.jakkula@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
23	Sunayana Maddimadugu	maddimadugusunayana@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
24	Ahmed Raoofuddin	raoofuddin13@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
25	Jeevan Nath Lankadasari	ljeevan0604@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
26	Shinde Santhosh	shindesanthosh111@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
27	Harika Nallapati	nharikachowdary04@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
28	Arun Kumar Reddy Rayini	arunrayini36@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
29	Pokala Deva Teja	devateja30@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
30	Shashank Mothkuru	mshashank2403@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
31	Manideep Udumula	udumulamanideep158@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
32	Nallagoppula Revanth	revanthgoud2001@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
33	Niharika Gundu	gniharika2902@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
34	Ramavath Aravind	ramavatharavind2002@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
35	Sai Abheesh Annaiah	abheesh20.a@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
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38	Akhil Yasa	yasaakhil12@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
39	Deepak Kandukuri	Kandukuri.deepak009@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
40	Sravya Avala	avala.sravya1122@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
41	Prapul Kadamalla	prapuladamalla@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
42	Angel Sheeba Kaparathi	kaparthiangelsheeba@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
43	Maneesha Vuggam	maneesha.vuggam@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology

44	Sneha Sundari M	snehasundari200@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
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46	Chelle Sabhyata	chellesabhyata@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
47	Thalari Hareesh	thalariharish2000@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
48	Shiva Chetkuri	trineshchetkuri@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
49	Shiva Teja Punna	shivetejapunna28@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
50	Tharun Teja Chidurala	tharunteja725@outlook.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
51	N P Vennela	vennelanp@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
52	Harika Dasa	harikadasa2002@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
53	Anuhya Linga	anuhyalinga12@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
54	Sriram Sai Krishnam Raju Sagiraju	ssrskrishnamraju@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
55	Nandini Koyala	nandiniyadav617@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
56	Shailika Podduturi	shailika.shaili@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
57	Saiteja Kongala	kongalasaiteja64@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
58	Chidrupi Medavarapu	medavarapuchidrupi0012@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
59	Rachel Shanthi	rachelshanthi2221@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
60	Goverarram Soumya	Pinkydolly204@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
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65	Tarun Kasula	ugs19112_ece.tarun@cbit.org.in	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
66	Venkata Akhilesh Kumar Naidu	akhileshnaidu12@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
67	Nandikolla Venkata Sai Charan	saicharan.nandikolla@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
68	Lalith Adithyan	lalithadithyan03@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
69	Karthik Dade	karthikdade17@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
70	Shiva Teja Goud Akkamgari	akkamgarishiva9@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
71	Naresh Ande	andenaresh01@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
72	Vivek Reddy Pokala	pokalavivekreddy9@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
73	Padmaja Kolukulapalli	padmajakolukulapalli@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
74	Aravind Reddy Gyanaji	gyanajaravindreddy@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
75	Shanthan Kumar Gudipudi	gshanthan01@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
76	Harini Thandoju	harinithandoju@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
77	Dillikar Shruthi	dillikarshruthi@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
78	Mahima Devandla	mahimadevandla1@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
79	Srivaishnavi Cheedella	cheedellavaishnavi@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
80	Sai Saketh Raju Alluri	Sakethrajualluri@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
81	Venkata Dharma Nivas Varma Tirumalaraju	nivasvarma2002@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
82	Anusha Bandaru	anushabandaru120@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
83	Mohammed Touheed Patel	mohammedtouheedpatel2k15@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
84	Janagam Suchith Reddy	suchithreddy979@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
85	Harika Madireddy	mharikareddy5@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
86	Harika Talari	harika.talari08@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
87	Anilkumar Kankala	anilkumarkankala9700@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
88	Akshitha Miryala	akshithamiryala2112@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology

89	Janumpally Saketh	sakethjanumpally07@gmail.com	INFORMATION TECHNOLOGY	Chaitanya Bharathi Institute of Technology
90	Akhila Bangutapu	bangutapuakhila@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
91	Achanta Thandava Sai Rohith	rohithachanta14@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
92	Sumanth Kadiri	yadavsumanth03@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
93	Vitesh Bharadwaj Mallibhat	viteshbharadwaj.m23@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
94	Kanjarla Rahul	kanjarlarahul783@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
95	Chinthapally Maharshi Reddy	maharshireddy2002@gmail.com	PRODUCTION	Chaitanya Bharathi Institute of Technology
96	Syed Asgar Hussain	syedasgar0238@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
97	Mohd Irfan	irfanmohd3486@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
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99	Cherukupally Udaykiran Reddy	udaykiranreddy1408@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
100	Varshith Kalva	varshith.kalwa25@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
101	Kasam Nikhil	nikhilreddykasam333@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
102	Gundrathi Vamshidhar Goud	gundrathivamshi1729@gmail.com	PRODUCTION	Chaitanya Bharathi Institute of Technology
103	Rambhatla Aasriya	aasriya2304@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
104	Sai Vamsi Nagmalla	vamsi.sai223@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
105	Bhyreddi Pramod	pramod.bhyreddi@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
106	Lakshmi Prasanna Kathroju	kathrojulakshmiprasanna@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
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109	Prashanth Vadityavath	prashanthvadityavath@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
110	Shivapriya Buddolu	pgs21009_mca.shivapriya@cbit.org.in	N/A	Chaitanya Bharathi Institute of Technology
111	Gole Akanksha	akankshagole2000@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
112	Kusuma Gonguluri	kusuma.gonguluri@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
113	Vinitha Reddy	Vinithareddie207@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
114	Ramyapriya Thathapudi	ramyapriyathathapudi@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
115	Rohan Venna	vennarohan7784@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
116	Najeeba Afreen	afreennajeefa@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
117	Saba Iram	sabairam436@gmail.com	PRODUCTION	Chaitanya Bharathi Institute of Technology
118	Vishnu Charan Bakaraju	vishnucharan0509@gmail.com	PRODUCTION	Chaitanya Bharathi Institute of Technology

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## Oppostunity with MSN Labs for B Tech Chemical Engg Fresher

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shilpadutta@msnlabs.com <shilpadutta@msnlabs.com>  
To: placements@cbit.ac.in  
Cc: krsrinivas@msnlabs.com, padmanabhan.s@msnlabs.com

Fri, Jan 20, 2023 at 5:36 PM

Dear Placement coordinator,

This is in regards to discussion with Mr Srinivas, we would be interested in conducting a recruitment drive in your campus.

About the Company: <https://www.msnlabs.com/index.html>

MSN Group is the fastest growing research-based pharmaceutical company based out of India. Founded in 2003 with a mission to make health care affordable, this Hyderabad-based venture has nine API and five finished dosage facilities established across Hyderabad, USA and Myanmar.

The group has an integrated R&D center for both API and formulation under one roof, dedicated to research and development of pharmaceuticals to make them more accessible. With core focus on speed and consistency in delivery, MSN has achieved the following:

More than 900+ national and international patents

Product portfolio featuring over 1029 DMF's

2000+ dossiers & 144+ ANDA's

We have achieved 30 + first to launch generics.

Won the trust of more than 40 Million patients across 80+ countries globally

Innovation and speed form the crux of our business strategy. Backed by a dedicated and experienced team of over 11,000 the organizational environment at MSN integrates multiple disciplines and functions by effective implementation of goals and objectives through technology, coupled with Integrity, Imagination and Innovation.

Job Details: Please refer attached job description

Compensation: 2,30,000 Lacs per annum

Designation : Executive Trainee and after confirmation it will be Executive

Recruitment Drive Details: 25th / 27th January we can plan for campus drive

Revert us with your list of interested candidates to take the process forward.

Regards,

**Shilpa Dutta**

**Corporate Human Resources**

**MSN Laboratories Private Limited**

MSN House, D.No: 2-91/10 & 11, White Fields,  
Kondapur, Hyderabad - 500084. Telangana, INDIA.

Email ID: [shilpadutta@msnlabs.com](mailto:shilpadutta@msnlabs.com)

Direct : +91 40 30438904

[www.msnlabs.com](http://www.msnlabs.com)



**JD Executive Trainee - TSD.pdf**

67K



Placements HEAD &lt;placements@cbit.ac.in&gt;

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**Updated CBIT -B.Tech-Chemical Students database for MSN Laboratories Private Limited -2023 - Reg.**

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krsrinivas@msnlabs.com &lt;krsrinivas@msnlabs.com&gt;

Mon, Jan 30, 2023 at 6:51 PM

To: Placements HEAD &lt;placements@cbit.ac.in&gt;, shilpadutta@msnlabs.com

Cc: padmanabhan.s@msnlabs.com, fpc\_chem@cbit.ac.in, "ugs19002\_chem.akshara"

&lt;ugs19002\_chem.akshara@cbit.ac.in&gt;, "ugs19035\_chem.pratham" &lt;ugs19035\_chem.pratham@cbit.ac.in&gt;, po@cbit.ac.in, Principal CBIT &lt;principal@cbit.ac.in&gt;, Anne Violet CBIT-HR &lt;hr@cbit.ac.in&gt;, vithalivs@msnlabs.com, raajesh.ranganathan@msnlabs.com, sridevi.nb@msnlabs.com

Dear Dr NLN Reddy garu,

We found following students shortlisted.

We propose to have their final semester industrial training at our R&amp;D Center, Pashamylaram and offer them a confirmed employment on successful completion of academics and feedback from their industrial training.

1. Uma Mahesh
2. Dhanush Reddy
3. M Priyanka
4. S Srija
5. D Krishna Priya
6. Perna

Can you please discuss internally and confirm.

Regards,

Srinivas

Head Talent Acquisition

M. 9000535533

[Quoted text hidden]

To

Date: 4<sup>th</sup> January, 2023

**Pravalika Mamidi**

**Subject: Internship Offer Letter**

**Dear Pravalika Mamidi**

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

Note:

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

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

Yours truly,

**For Intellipaat Software Solutions Private Limited**



**Dewaker Singh Bisht**

**Director - Human Resources**

**Intellipaat Software Solutions Pvt. Ltd.**

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





The Sirpur Paper Mills Ltd.

## The Sirpur Paper Mills Limited

SIRPUR-KAGHAZNAGAR 504296  
DIST. KOMARAMBHEEM ASIFABAD (T.S) INDIA  
CIN: U21010TG1938PLC000591GSTIN NO: 36AAACT7970R1ZG

SPM/HR/2023-24

07.09.2023

**Miss. Preethi Bollam**  
**Telangana**

Dear Miss. Preethi Bollam,

### APPOINTMENT ADVICE

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as "**Officer - Trainee**" in our Company on the terms and conditions discussed and agreed by you at the time of interview and as embodied in a separate letter of appointment which will be handed over to you at the time of joining the duties.

You are advised to report to undersigned at **The Sirpur Paper Mills Ltd., Sirpur-kaghanagar, Dist. Kumurambheem Asifabad. Telangana State- 504 296.** at the earliest but not later than **20.09.2023** for joining and initial induction. Please arrange to submit the original document along with a set of following certificates to us at the earliest or at the time of joining the duties.

1. Copies of educational certificates including certificate of date of birth.
2. Two Passport Size Photograph
3. UAN no. issued by PF Authorities
4. Copy of Aadhaar Card & PAN Card.

The above appointment is subject to your being found medically fit by medical authorities nominated by us and also your antecedents verified and found to be satisfactory.

Please signify your acceptance by signing and returning the duplicate copy of this letter and inform us the exact date of your joining.

Thanking you,

Yours faithfully

for The Sirpur Paper Mills Ltd.,

(M.S. Giri)

General Manager (HR & IR)

Accepted



**Cognizant campus hiring 2023 | Final interview results**

Yeshwanth.Pendyala@cognizant.com &lt;Yeshwanth.Pendyala@cognizant.com&gt;

Tue, Sep 6, 2022 at 9:40 AM

To: nlnreddypo@gmail.com, placements@cbit.ac.in

Cc: Maya.Sreekumar@cognizant.com, Aswathy.Venugopal@cognizant.com, RophiaRose.UginAntroose@cognizant.com, Vignesh.AM@cognizant.com, Nikitha.Sreenivas@cognizant.com

**Campus hiring 2023**

Dear Prof. NLN Reddy,

Greetings from Cognizant!

As we conclude Campus Hiring 2023, we are happy to share the **first set of the most awaited results for interviews** conducted for **GenC and GenC Elevate hiring categories**. We will publish the next set of selects soon.

Our **heartiest congratulations** to the selected candidates on their stellar performance. We look forward to welcoming them into the Cognizant fraternity.

We would like to extend our gratitude to you for your collaboration in our virtual recruitment process. Your support helped us make it a success. We truly appreciate the partnership between Cognizant and your esteemed institution, which has helped candidates identify their place with us, as we engineer modern businesses to improve everyday life.

Please find the final results attached herewith for your college.

Important:

- The LOI (Letter of Intent) will be released to the selected candidates post 15<sup>th</sup> Sep. Acceptance of LOI within the timeline mentioned will only be considered as the offer acceptance & we will keep you updated on the progress
- At any point in time, if the self-profile declared by the student during the registration process is found to be false or if the student is found to have indulged in any sort of malpractice at any stage, this confirmation will be withdrawn
- The selected candidates are subject to internal audit process. In case, any observation is found to be inappropriate, it will lead to a withdrawal of the selection

We look forward to our continued association!



For further queries, please contact [Nikitha.sreenivas@cognizant.com](mailto:Nikitha.sreenivas@cognizant.com) / [Yeshwanth.pendyala@cognizant.com](mailto:Yeshwanth.pendyala@cognizant.com) / [Vignesh.am@cognizant.com](mailto:Vignesh.am@cognizant.com)

**Regards,  
Human Resources – GenC**

**Note:** If selected, candidate will join as a fresher as no prior work experience will be considered.

**Disclaimer:**

- Cognizant does not entertain payments of any kind from candidates or vendors for employment. Requests for such payments should be promptly reported to [GenCHRComplianceIND@cognizant.com](mailto:GenCHRComplianceIND@cognizant.com)
- If you encounter anyone who claims to offer jobs at Cognizant in return for any benefit (monetary or non-monetary), please do not entertain them. Please be informed that Cognizant shall not be held responsible for any such instances or payments you make
- We recommend that you do not respond to spam emails/ messages you do not trust; never disclose your personal or financial details to anyone you do not know. If any such mails purporting to come from Cognizant are received, we advise you to contact us at [GenCHRComplianceIND@cognizant.com](mailto:GenCHRComplianceIND@cognizant.com)
- Cognizant takes its hiring practices seriously and appreciates you keeping the Company informed of any individuals posing as Cognizant employees who make false job offers using Cognizant's name. We remind you that while recruiting employees, Cognizant will only communicate with you through authentic Cognizant email addresses and Cognizant will never extend any job offers to anyone based on an online application without first conducting an in-person, video, or telephone interview through verified encrypted channels
- To ascertain that you are receiving a genuine call from Cognizant, please ensure to collect the recruiter's details (full name; official email id, employee ID & mobile number) during the call

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**2 attachments**

 **Chaitanya Bharathi Institute of Technology.xlsx**  
10K

 **Chaitanya Bharathi Institute of Technology, Hyderabad.xlsx**  
12K

**Cognizant campus hiring 2023 | Final interview results**

Yeshwanth.Pendyala@cognizant.com &lt;Yeshwanth.Pendyala@cognizant.com&gt;

Tue, Sep 20, 2022 at 10:20 AM

To: placements@cbit.ac.in, nlreddypo@gmail.com

Cc: Maya.Sreekumar@cognizant.com, Aswathy.Venugopal@cognizant.com, RophiaRose.UginAntroose@cognizant.com, Vignesh.AM@cognizant.com, Nikitha.Sreenivas@cognizant.com

**Campus hiring 2023**

Dear Prof. NLN Reddy,

Greetings from Cognizant!

As we conclude Campus Hiring 2023, we are happy to share the **additional set of selects** from interviews conducted for **GenC and GenC Elevate hiring categories**. **We will share the consolidated list of the selects soon.**

Our **heartiest congratulations** to the selected candidates on their stellar performance. We look forward to welcoming them into the Cognizant fraternity.

We would like to extend our gratitude to you for your collaboration in our virtual recruitment process. Your support helped us make it a success. We truly appreciate the partnership between Cognizant and your esteemed institution, which has helped candidates identify their place with us, as we engineer modern businesses to improve everyday life.

Please find the final results (Set 1 and Set 2) attached herewith for your college.

**Note:** Few of the selected candidates will receive a mandatory self-learning module and assessment, based on their performance in the Communication Assessment. Completion of this would be mandatory prior to joining Cognizant as full time employees.

Important:

- The LOI (Letter of Intent) will be released to the selected candidates **post 25<sup>th</sup> Sep**. Acceptance of LOI within the timeline mentioned will only be considered as the offer acceptance & we will keep you updated on the progress
- At any point in time, if the self-profile declared by the student during the registration process is found to be false or if the student is found to have indulged in any sort of malpractice at any stage, this confirmation will be withdrawn
- The selected candidates are subject to internal audit process. In case, any observation is found to be inappropriate, it will lead to a withdrawal of the selection

We look forward to our continued association!

For further queries, please contact [Yeshwanth.Pendyala@cognizant.com](mailto:Yeshwanth.Pendyala@cognizant.com) / [Vignesh.AM@cognizant.com](mailto:Vignesh.AM@cognizant.com) / [Nikitha.Sreenivas@cognizant.com](mailto:Nikitha.Sreenivas@cognizant.com)

**Regards,  
Human Resources – GenC**

**Note:** If selected, candidate will join as a fresher as no prior work experience will be considered.

**Disclaimer:**

- Cognizant does not entertain payments of any kind from candidates or vendors for employment. Requests for such payments should be promptly reported to [GenCHRComplianceIND@cognizant.com](mailto:GenCHRComplianceIND@cognizant.com)
- If you encounter anyone who claims to offer jobs at Cognizant in return for any benefit (monetary or non-monetary), please do not entertain them. Please be informed that Cognizant shall not be held responsible for any such instances or payments you make
- We recommend that you do not respond to spam emails/ messages you do not trust; never disclose your personal or financial details to anyone you do not know. If any such mails purporting to come from Cognizant are received, we advise you to contact us at [GenCHRComplianceIND@cognizant.com](mailto:GenCHRComplianceIND@cognizant.com)
- Cognizant takes its hiring practices seriously and appreciates you keeping the Company informed of any individuals posing as Cognizant employees who make false job offers using Cognizant's name. We remind you that while recruiting employees, Cognizant will only communicate with you through authentic Cognizant email addresses and Cognizant will never extend any job offers to anyone based on an online application without first conducting an in-person, video, or telephone interview through verified encrypted channels
- To ascertain that you are receiving a genuine call from Cognizant, please ensure to collect the recruiter's details (full name; official email id, employee ID & mobile number) during the call

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**2 attachments**

 **Chaitanya Bharathi Institute of Technology.xlsx**

22K

 **Chaitanya Bharathi Institute of Technology, Hyderabad.xlsx**

27K

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	varamamukesh374@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	hvcirravuri1936@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	Ramyra Aruva	aruvaramyra@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 Gorantla	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
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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
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CBIT	3360573	Naveena Avishetty	naveenaavishetty@gmail.com	B.E.	Electrical & Electronics Engineering	GenC Select
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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 Gurram	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_ece.janvi@cbit.ac.in	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	2904951	Sanjana Vijayan	ugs19076_ece.sanjana@cbit.org.in	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	2898723	Hrishikesh Reddy Chilakala	ugs19091_ece.hrishikesh@cbit.org.in	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	2900438	Shravani Koduru	ugs19023_ece.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





**Deloitte Consulting India Private Limited**  
**Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2,**  
**Bellandur Village, Varthur Hobli, Bengaluru South Taluk,**  
**Outer Ring Road, Bengaluru – 560103, India**

**Tel: +91 080 6755 5000/ +91 080 6755 4000**  
**www.deloitte.com**

Jun 6, 2023

**Ms. Sadia Husaini**  
**Shaikpet, Tolichowki,**  
**Hyderabad, 500008**  
**India**

**Subject: Offer of Employment**

**Dear Sadia Husaini:**

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 **Bengaluru**.

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.

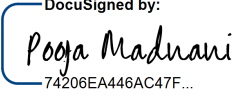
This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

**Sadia**, 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,

By:  74206EA446AC47F...  
Signature

**Authorized Signatory**

**Acceptance**

I, **Sadia**, 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: 2023.06.06 13:39:24 -07:00

**Annexure A****Ms. Sadia Husaini****Analyst**

<b>Description</b>	<b>Monthly</b> (Rs. per month)	<b>Annual</b> (Rs. per Annum)
Basic Pay	<b>17,500</b>	<b>210,000</b>
House Rent Allowance (HRA)	<b>8,750</b>	<b>105,000</b>
Special Allowance <sup>1a &amp; 1b</sup>	<b>11,867</b>	<b>142,404</b>
Leave Travel Allowance <sup>2</sup>	<b>1,750</b>	<b>21,000</b>
Differential Allowance	<b>5,833</b>	<b>69,996</b>
Meal Card <sup>3</sup>	<b>2,200</b>	<b>26,400</b>
Employer's contribution to PF	<b>2,100</b>	<b>25,200</b>
<b>Total Salary (in Rs.)</b>	<b>50,000</b>	<b>600,000</b>
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 <sup>4</sup>	<b>3,014</b>	<b>36,167</b>

\*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/-....

Annexure A

<sup>1</sup>All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

**Employee Level -  
Analyst**<sup>1a</sup>Communication Expenses<sup>1b</sup>Fuel Expenses

Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.

Petrol / Driver / Insurance / Repairs & Maintenance

**Rs./₹ 3,000/-** per month

**Rs./₹ 7,500/-** per month

<sup>1a</sup> The internet/telephone/mobile bills should be in the Employee's name.

<sup>1b</sup> For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

<sup>2</sup> The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

<sup>3</sup> Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

<sup>4</sup> Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

**Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.**



Sadia Husaini

Bengaluru

### 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 **Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2, Bellandur Village, Varthur Hobli, Bengaluru South Taluk, Outer Ring Road, Bengaluru – 560103, 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 interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I

represent and warrant that I am not currently aware of any present or past violation of this provision.

**8. Authorization to Access Systems and Electronic Communications and use of Deloitte Property.** I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

**9. Security.** I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

**10. Ownership of Works.**

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

**11. Pre-existing Creations; Personal Creations.** My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

**12. Post- Employment 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 services to, with, or on behalf of the *Deloitte Entity*.

**16. Post- Employment Restrictions re: Deloitte Property.** Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect

any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

#### **OTHER POST- EMPLOYMENT OBLIGATIONS**

**17. Transition of Work and Cooperation.** Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

**18. Notification of Post- Employment Obligations.** I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

**19. Certification.** I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

#### **OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH**

**20. Equitable Relief and Attorney's Fees.** I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

**21. Liquidated Damages: Client Fees.** I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

**22. Liquidated Damages: Compensation.** I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

**23. Right of Inspection.** I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

#### **MISCELLANEOUS**

**24. Governing Law; Choice of Forum.** This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, 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**

**Authorized Signatory**

Effective as of **July 3, 2023**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Sadia Husaini

Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10  
Sealed Time: 2023.06.06 13:39:24 -07:00



**EXHIBIT A**

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

**Attest Client** – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

**Authorized Signatory** – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

**Confidential Information** – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

**Deloitte Entity** – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte U.S. Firms”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

**Deloitte Property** – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

**Deloitte India (Offices of the US)** - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

**Electronic Communications** – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

**Employment** – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

**Form** - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

**Independence** – National Office (Independence) of Deloitte LLP.

**Intellectual Property** - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

**Intellectual Property Rights** – all rights, title and interest in Intellectual Property.

**PCAOB** – the United States Public Company Accounting Oversight Board.

**Personal Creations** – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

*Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

**Personnel** – partners, principals, members, officers and employees of a *Deloitte Entity*.

**PII** – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name\*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

\* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

**Pre-existing Agreements or Arrangements** – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

**Pre-existing Creations** – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

**Proceedings** – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

**Systems** – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

**Works** - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

**EXHIBIT B****Pre-existing Creations; Pre-existing Agreements or Arrangements**

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>
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\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Sadia Husaini

\_\_\_\_\_  
Name (Print)

ACCEPTED AND AGREED TO:

**Deloitte Consulting India Private Limited**

DocuSigned by:

*Pooja Madnani*

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Pooja Madnani

**Talent**

*Its: Authorized Signatory*

Jun 6, 2023

\_\_\_\_\_  
Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10  
Sealed Time: 2023.06.06 13:39:25 -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 C**

**Proceedings**

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

\_\_\_\_\_  
Signature

Sadia Husaini  
\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**EXHIBIT D**

**Exceptions to Post-Employment Restrictions: re: Clients**

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

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*  
74206EA446AC47F...

Pooja Madnani

**Talent**

Its: Authorized Signatory

Jun 6, 2023

\_\_\_\_\_  
Date

I have read and understood the above policy terms.

Sadia Husaini

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10

Sealed Time: 2023.06.06 13:39:25 -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.

## Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

### Terms of Service

#### 1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on [www.deloittenet.com](http://www.deloittenet.com). The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to [www.deloittenet.com](http://www.deloittenet.com) and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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#### 2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

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#### 3. HARRASSMENT POLICY

**Administrative Policy Release ("APR") 213** is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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#### 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.

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#### 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.

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#### 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.

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#### 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.

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#### 8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) ([https://deloitte.net.deloitte.com/About/Policies/Admin/Pages/218\\_OutsideEmploymentActivities\\_US.aspx](https://deloitte.net.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx)).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer’s telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer’s policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)’s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer’s Intranet site i.e. <https://deloitte.net.deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **July 3, 2023**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

\_\_\_\_\_  
Signature

Sadia Husaini  
\_\_\_\_\_  
Name





Jun 6, 2023

**Ms. Sadia Husaini**  
**Shaikpet, Tolichowki,**  
**Hyderabad, 500008**  
**India**

### Training Agreement

**Dear Sadia:**

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 Madnani*

74206EA446AC47F...

By:

Signature

**Authorized Signatory**

**Mindtree 2023 Batch T School | Interview Selects & Interview in Progress Data**

1 message

**Macherla Kiran Kumar** <Macherla.Kirankumar@mindtree.com>

Mon, Sep 26, 2022 at 6:34 PM

To: "nlreddypo@gmail.com" &lt;nlreddypo@gmail.com&gt;, Placements HEAD &lt;placements@cbit.ac.in&gt;

Cc: Ashok Ranjith R &lt;Ashok@mindtree.com&gt;, Pramod M V &lt;Pramod.MV@mindtree.com&gt;, "Yohitha S (IN90662)" &lt;Yohitha.S2@mindtree.com&gt;

Dear Prof. NLN Reddy,

We are pleased to share the list of selected students from Chaitanya Bharathi Institute of Technology. Request your help in cascading this information to the selected students and keep us updated on the final list of students who have opted for Mindtree. The offer letters will be rolled out only to the subset of students who have opted and shared their interest to join Mindtree.

- PFA sheet “**Mindtree Selected List**” consisting of the final list of students’ details for Graduate Engineer Trainee, INR 4 LPA
- PFA Sheet “**Interview in Progress**”. We will share the results once the evaluation process for these students is completed.
- Interviews for INR 5, INR 6.5 LPA are in progress and will let you know once the interviews are completed

We congratulate you and the selected students for their performance in our evaluation process.

Please convey our wishes to all the students , faculty members, placement coordinators of Chaitanya Bharathi Institute of Technology . We really appreciate your relentless support and collaboration in making the interview process very smooth. Please share any feedback to improvise our process further.

**Disclaimer:**

Please note that at any stage of the interview process or upon joining Mindtree, if it is brought to our notice that the candidate has indulged in malpractices or used illegal means to clear the campus assessments, the company shall revoke the offer with immediate effect, and reserve rights to take suitable action against the candidate as we may deem fit. Mindtree does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect fee for recruitment.

Regards,

**Macherla Kiran Kumar**

University Liaison &amp; Early Career Engagement

Ph: +91 9000049988



<http://www.mindtree.com/email/disclaimer.html>

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**2 attachments**

 **Mindtree Selected List\_CBIT.xlsx**  
20K

 **Interview in Progress\_CBIT.xlsx**  
13K

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**Mindtree 2023 Batch T School | Interview Selects & Interview in Progress Data**

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**Macherla Kiran Kumar** <Macherla.Kirankumar@mindtree.com>

Mon, Oct 17, 2022 at 6:38 PM

To: "nlreddypo@gmail.com" &lt;nlreddypo@gmail.com&gt;, Placements HEAD &lt;placements@cbit.ac.in&gt;

Cc: Pramod M V &lt;Pramod.MV@mindtree.com&gt;, "Yohitha S (IN90662)" &lt;Yohitha.S2@mindtree.com&gt;

Dear Prof. NLN Reddy,

Please find attached the updated selected students list from Chaitanya Bharathi Institute of Technology.

[Quoted text hidden]

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<http://www.mindtree.com/email/disclaimer.html>**Mindtree Selected List\_CBIT.xlsx**

21K

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**Mindtree 2023 Batch T School | Interview Selects & Interview in Progress Data**

---

**Macherla Kiran Kumar** <Macherla.Kirankumar@mindtree.com>

Thu, Oct 13, 2022 at 12:05 AM

To: "nlreddypo@gmail.com" &lt;nlreddypo@gmail.com&gt;, Placements HEAD &lt;placements@cbit.ac.in&gt;

Cc: Pramod M V &lt;Pramod.MV@mindtree.com&gt;, "Yohitha S (IN90662)" &lt;Yohitha.S2@mindtree.com&gt;

Dear Prof. NLN Reddy,

Please find attached the updated selected students list and interviews in progress data from Chaitanya Bharathi Institute of Technology.

Request you to kindly share us the data of students accepting our offer to take it forward.

Regards,

**Macherla Kiran Kumar**

University Liaison &amp; Early Career Engagement

Ph: +91 9000049988



---

**From:** Macherla Kiran Kumar**Sent:** Monday, September 26, 2022 6:35 PM**To:** nlreddypo@gmail.com; Placements HEAD <placements@cbit.ac.in>**Cc:** Ashok Ranjith R <Ashok@mindtree.com>; Pramod M V <Pramod.MV@mindtree.com>; Yohitha S (IN90662) <Yohitha.S2@mindtree.com>**Subject:** Mindtree 2023 Batch T School | Interview Selects & Interview in Progress Data

Dear Prof. NLN Reddy,

[Quoted text hidden]

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<http://www.mindtree.com/email/disclaimer.html>

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**2 attachments** **Mindtree Selected List\_CBIT.xlsx**  
20K **Interview in Progress\_CBIT.xlsx**  
11K



S No	Candidate Name	Candidate Email id	UG Stream	College Name
1	Kavya Donga	kavyaraos9896@gmail.com	BIO TECHNOLOGY	Chaitanya Bharathi Institute of Technology
2	V S Satya Nagalakshmi Mounika Kavuri	dmounika317@gmail.com	BIO TECHNOLOGY	Chaitanya Bharathi Institute of Technology
3	Sravya Kunaparaju	sravyakraju@gmail.com	BIO TECHNOLOGY	Chaitanya Bharathi Institute of Technology
4	Jeremiah Paul Gorremuchu	g.jeremiahpaul20@gmail.com	BIO TECHNOLOGY	Chaitanya Bharathi Institute of Technology
5	Manisha Reddy Gavini	gavinimanishareddy@gmail.com	BIO TECHNOLOGY	Chaitanya Bharathi Institute of Technology
6	Sruthi Reddy Sompuram	sruthireddy2620014@gmail.com	BIO TECHNOLOGY	Chaitanya Bharathi Institute of Technology
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8	Anitha Islavath	anithaeducation5@gmail.com	CHEMICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
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95	Chinthapally Maharshi Reddy	maharshireddy2002@gmail.com	PRODUCTION	Chaitanya Bharathi Institute of Technology
96	Syed Asgar Hussain	syedasgar0238@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
97	Mohd Irfan	irfanmohd3486@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
98	Sai Kiran Rachakonda	saikiranrachakonda24@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
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103	Rambhatla Aasriya	aasriya2304@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
104	Sai Vamsi Nagmalla	vamsi.sai223@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
105	Bhyreddi Pramod	pramod.bhyreddi@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
106	Lakshmi Prasanna Kathroju	kathrojulakshmiprasanna@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
107	Alekhya Rayala	alekhyarayala18@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
108	A Shirisha	ampatishirisha@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
109	Prashanth Vadityavath	prashanthvadityavath@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
110	Shivapriya Buddolu	pgs21009_mca.shivapriya@cbit.org.in	N/A	Chaitanya Bharathi Institute of Technology
111	Gole Akanksha	akankshagole2000@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
112	Kusuma Gonguluri	kusuma.gonguluri@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
113	Vinitha Reddy	Vinithareddie207@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
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115	Rohan Venna	vennarohan7784@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
116	Najeeba Afreen	afreennajeefa@gmail.com	N/A	Chaitanya Bharathi Institute of Technology
117	Saba Iram	sabairam436@gmail.com	PRODUCTION	Chaitanya Bharathi Institute of Technology
118	Vishnu Charan Bakaraju	vishnucharan0509@gmail.com	PRODUCTION	Chaitanya Bharathi Institute of Technology



**EMPLOYMENT AGREEMENT**

**29-SEP-2022**

**BETWEEN**

**AVEVA SOLUTIONS INDIA LLP**

**AND**

**VALIVARTHI SRI CHITRA**

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

**Valivarthi Sri Chitra** a citizen of India, with address at Plot no: 45 3rd floor, Lotus Avenue, Eenadu Colony, Kukatpally, Hyderabad, Telangana, India- 500072.

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, System 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:  
  
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Name: **Shhyaam Konka**

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

## EMPLOYEE

DocuSigned by:  
  
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Name: Valivarthi sri chitra

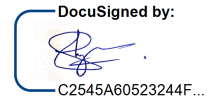
Date: 05 July 2023

**ANNEXURE – 1**

<b>Total Cost To Company ₹ 6,65,000</b>		
<b>Salary Particulars</b>	<b>Monthly</b>	<b>Yearly</b>
<b>Basic</b>	<b>18747</b>	<b>224965</b>
<b>Allowances</b>	<b>25871</b>	<b>310452</b>
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
<b>Company contribution to PF</b>	<b>2250</b>	<b>26996</b>
<b>Global Annual Bonus Plan</b>		<b>26771</b>
<b>Benefits</b>		
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
<b>Total Cost To Company</b>		<b>665000</b>

**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.

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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**

<b>Benefits</b>	<b>Coverage Amount/Details</b>	<b>Additional Comments</b>
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. TSII Limited IT/ITES SEZ,  
Nanakramguda Village,  
Serilingampally Mandal,  
Rangareddy District

***Looking forward to Welcoming you into AVEVA family!!***

To

Date: 4<sup>th</sup> January, 2023

Srija Chavali

Subject: Internship Offer Letter

Dear Srija Chavali

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

Note:

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

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

Yours truly,

For IntelliPaat Software Solutions Private Limited



**Dewaker Singh Bisht**

**Director - Human Resources**

**IntelliPaat Software Solutions Pvt. Ltd.**

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

To

Date: 4<sup>th</sup> January, 2023

**Vinoothna Muttabattula**  
**Subject: Internship Offer Letter**

**Dear Vinoothna Muttabattula**

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

Note:

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

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

**Yours truly,**  
**For Intellipaate Software Solutions Private Limited**



**Dewaker Singh Bisht**  
**Director - Human Resources**

**Intellipaate Software Solutions Pvt. Ltd.**

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

To

Date: 4<sup>th</sup> January, 2023

**Anshul Krishna**

**Subject: Internship Offer Letter**

**Dear Anshul Krishna**

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

Note:

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

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

**Yours truly,**

**For Intellipaat Software Solutions Private Limited**



**Dewaker Singh Bisht**

**Director - Human Resources**

**Intellipaat Software Solutions Pvt. Ltd.**

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





**EMPLOYMENT AGREEMENT**

**29-SEP-2022**

**BETWEEN**

**AVEVA SOLUTIONS INDIA LLP**

**AND**

**BHAVESH AGARWAL**

**aveva.com**

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

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

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 TSIIC 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) **Bhavesh Agarwal** a citizen of India, with address at Candidate Address Flat no 302, Kamdhenu Nivas Pan Mandi road, Hyderabad, Telangana, India - 500012.

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 **Director Consulting**. 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.

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Village, Serilingampally Mandal, Rangareddy District

### 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.

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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.

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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.

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**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.

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- (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

### 10.3 **CONFIDENTIALITY AND INTELLECTUAL PROPERTY**

The Employee agrees and undertakes that:

- 10.4 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.
- 10.5 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.
- 10.6 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.
- 10.7 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

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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.

- 10.8 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.
- 10.9 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.
- 10.10 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.
- 10.11 All Intellectual Property created by the Employee shall be regarded as having been made under a contract of service.
- 10.12 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.
- 10.13 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

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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.

- 10.14 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.
- 10.15 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.

## 11. NON-COMPETITION AND NON-SOLICITATION

- 11.1 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.
- 11.2 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.
- 11.3 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

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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.

## 12. EQUITABLE REMEDIES AND EMPLOYEE REPRESENTATIONS

- 12.1 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
- 12.2 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.
- 12.3 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.

## 13. 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.

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- (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.

#### **14. DATA PROTECTION**

- 14.1 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.
- 14.2 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.

#### **15. NON-WAIVER**

- 15.1 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.

#### **16. ADDITIONAL REMEDIES**

- 16.1 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.

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**17. SEVERABILITY**

17.1 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.

**18. INDEMNITY**

18.1 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.

**19. AMENDMENTS**

19.1 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.

**20. GOVERNING LAW AND DISPUTES**

20.1 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.

**21. COUNTERPARTS**

21.1 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.

**22. ENTIRE AGREEMENT**

22.1 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.

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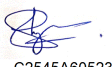
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## SIGNATORIES

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

SIGNED AND DELIVERED

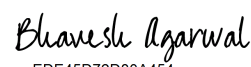
For and on behalf of **AVEVA Solutions India LLP**

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Name: **Shhyaam Konka**

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

## EMPLOYEE

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Name: **Bhavesh Agarwal**

Date: **04 July 2023**

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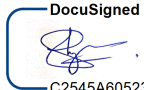
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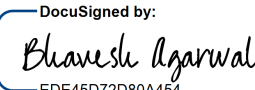
**ANNEXURE – 1**

<b>Total Cost To Company ₹ 6,65,000</b>		
<b>Salary Particulars</b>	<b>Monthly</b>	<b>Yearly</b>
<b>Basic</b>	<b>18747</b>	<b>224965</b>
<b>Allowances</b>	<b>25871</b>	<b>310452</b>
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
<b>Company contribution to PF</b>	<b>2250</b>	<b>26996</b>
<b>Global Annual Bonus Plan</b>		<b>26771</b>
<b>Benefits</b>		
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
<b>Total Cost To Company</b>		<b>665000</b>

**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.

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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.

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- 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.

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**ANNEXURE - 3**

<b>Benefits</b>	<b>Coverage Amount/Details</b>	<b>Additional Comments</b>
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

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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.

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Village, Serilingampally Mandal, Rangareddy District

**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!!***

**aveva.com**

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

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



**EMPLOYMENT AGREEMENT**

**15-NOVEMBER-2022**

**BETWEEN**

**AVEVA SOLUTIONS INDIA LLP**

**AND**

**CHIRAG JAIN GODHA**

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) **Chirag Jain Godha** a citizen of India, with address at H No 14-2-191 &192/16, Begum Bazar, Gyan bagh Colony, Hyderabad, India – 500012 .

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/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

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.

### 10.3 **CONFIDENTIALITY AND INTELLECTUAL PROPERTY**

The Employee agrees and undertakes that:

10.4 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.

- 10.5 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.
- 10.6 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.
- 10.7 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.
- 10.8 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.
- 10.9 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.
- 10.10 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.

- 10.11 All Intellectual Property created by the Employee shall be regarded as having been made under a contract of service.
- 10.12 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.
- 10.13 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.
- 10.14 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.
- 10.15 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.

## 11. NON-COMPETITION AND NON-SOLICITATION

- 11.1 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.

- 11.2 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.
- 11.3 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.

## **12. EQUITABLE REMEDIES AND EMPLOYEE REPRESENTATIONS**

- 12.1 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
- 12.2 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.
- 12.3 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.

### **13. 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.

**14. DATA PROTECTION**

- 14.1 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 personal data relating to any employee, customer, client, supplier or agent of the Company or any Group Company.
- 14.2 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.

**15. NON-WAIVER**

- 15.1 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.

**16. ADDITIONAL REMEDIES**

- 16.1 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.

**17. SEVERABILITY**

- 17.1 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.

**18. INDEMNITY**

- 18.1 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.

**19. AMENDMENTS**

- 19.1 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.



**20. GOVERNING LAW AND DISPUTES**

20.1 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.

**21. COUNTERPARTS**

21.1 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.

**22. ENTIRE AGREEMENT**

22.1 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.

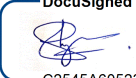


**SIGNATORIES**

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:  
  
C372136BD1214F7...

Name: Chirag Jain Godha


Date: 04 July 2023

**ANNEXURE – 1**

<b>Total Cost To Company ₹ 6,65,000</b>		
<b>Salary Particulars</b>	<b>Monthly</b>	<b>Yearly</b>
<b>Basic</b>	<b>18747</b>	<b>224965</b>
<b>Allowances</b>	<b>25871</b>	<b>310452</b>
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
<b>Company contribution to PF</b>	<b>2250</b>	<b>26996</b>
<b>Global Annual Bonus Plan</b>		<b>26771</b>
<b>Benefits</b>		
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
<b>Total Cost To Company</b>		<b>665000</b>

**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:  
  
 C2545A60523244F...

DocuSigned by:  
  
 C372136BD1214F7...

## 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**

<b>Benefits</b>	<b>Coverage Amount/Details</b>	<b>Additional Comments</b>
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.	

**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 – Vanaja Vemireddy (HR)**

**Reporting Place:**

AVEVA Solutions India LLP  
2nd Floor, Salarpuria Touchstone,  
Marathalli Outer Ring Road,  
Bengaluru-560103, Karnataka India

***Looking forward to Welcoming you into AVEVA family!!***

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## Oppostunity with MSN Labs for B Tech Chemical Engg Fresher

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**shilpadutta@msnlabs.com** <shilpadutta@msnlabs.com>  
To: placements@cbit.ac.in  
Cc: krsrinivas@msnlabs.com, padmanabhan.s@msnlabs.com

Fri, Jan 20, 2023 at 5:36 PM

Dear Placement coordinator,

This is in regards to discussion with Mr Srinivas, we would be interested in conducting a recruitment drive in your campus.

About the Company: <https://www.msnlabs.com/index.html>

MSN Group is the fastest growing research-based pharmaceutical company based out of India. Founded in 2003 with a mission to make health care affordable, this Hyderabad-based venture has nine API and five finished dosage facilities established across Hyderabad, USA and Myanmar.

The group has an integrated R&D center for both API and formulation under one roof, dedicated to research and development of pharmaceuticals to make them more accessible. With core focus on speed and consistency in delivery, MSN has achieved the following:

More than 900+ national and international patents

Product portfolio featuring over 1029 DMF's

2000+ dossiers & 144+ ANDA's

We have achieved 30 + first to launch generics.

Won the trust of more than 40 Million patients across 80+ countries globally

Innovation and speed form the crux of our business strategy. Backed by a dedicated and experienced team of over 11,000 the organizational environment at MSN integrates multiple disciplines and functions by effective implementation of goals and objectives through technology, coupled with Integrity, Imagination and Innovation.

Job Details: Please refer attached job description

Compensation: 2,30,000 Lacs per annum

Designation : Executive Trainee and after confirmation it will be Executive

Recruitment Drive Details: 25th / 27th January we can plan for campus drive

Revert us with your list of interested candidates to take the process forward.

Regards,

**Shilpa Dutta**

**Corporate Human Resources**

**MSN Laboratories Private Limited**

MSN House, D.No: 2-91/10 & 11, White Fields,  
Kondapur, Hyderabad - 500084. Telangana, INDIA.

Email ID: [shilpadutta@msnlabs.com](mailto:shilpadutta@msnlabs.com)

Direct : +91 40 30438904

[www.msnlabs.com](http://www.msnlabs.com)



**JD Executive Trainee - TSD.pdf**

67K





Placements HEAD &lt;placements@cbit.ac.in&gt;

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**Updated CBIT -B.Tech-Chemical Students database for MSN Laboratories Private Limited -2023 - Reg.**

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krsrinivas@msnlabs.com &lt;krsrinivas@msnlabs.com&gt;

Mon, Jan 30, 2023 at 6:51 PM

To: Placements HEAD &lt;placements@cbit.ac.in&gt;, shilpadutta@msnlabs.com

Cc: padmanabhan.s@msnlabs.com, fpc\_chem@cbit.ac.in, "ugs19002\_chem.akshara"

&lt;ugs19002\_chem.akshara@cbit.ac.in&gt;, "ugs19035\_chem.pratham" &lt;ugs19035\_chem.pratham@cbit.ac.in&gt;, po@cbit.ac.in,

Principal CBIT &lt;principal@cbit.ac.in&gt;, Anne Violet CBIT-HR &lt;hr@cbit.ac.in&gt;, vithalivs@msnlabs.com,

raajesh.ranganathan@msnlabs.com, sridevi.nb@msnlabs.com

Dear Dr NLN Reddy garu,

We found following students shortlisted.

We propose to have their final semester industrial training at our R&amp;D Center, Pashamylaram and offer them a confirmed employment on successful completion of academics and feedback from their industrial training.

1. Uma Mahesh
2. Dhanush Reddy
3. M Priyanka
4. S Srija
5. D Krishna Priya
6. Perna

Can you please discuss internally and confirm.

Regards,

Srinivas

Head Talent Acquisition

M. 9000535533

[Quoted text hidden]

**Cognizant campus hiring 2023 | Final interview results**

Yeshwanth.Pendyala@cognizant.com &lt;Yeshwanth.Pendyala@cognizant.com&gt;

Tue, Sep 6, 2022 at 9:40 AM

To: nlnreddypo@gmail.com, placements@cbit.ac.in

Cc: Maya.Sreekumar@cognizant.com, Aswathy.Venugopal@cognizant.com, RophiaRose.UginAntroose@cognizant.com, Vignesh.AM@cognizant.com, Nikitha.Sreenivas@cognizant.com

**Campus hiring 2023**

Dear Prof. NLN Reddy,

Greetings from Cognizant!

As we conclude Campus Hiring 2023, we are happy to share the **first set of the most awaited results for interviews** conducted for **GenC and GenC Elevate hiring categories**. We will publish the next set of selects soon.

Our **heartiest congratulations** to the selected candidates on their stellar performance. We look forward to welcoming them into the Cognizant fraternity.

We would like to extend our gratitude to you for your collaboration in our virtual recruitment process. Your support helped us make it a success. We truly appreciate the partnership between Cognizant and your esteemed institution, which has helped candidates identify their place with us, as we engineer modern businesses to improve everyday life.

Please find the final results attached herewith for your college.

Important:

- The LOI (Letter of Intent) will be released to the selected candidates post 15<sup>th</sup> Sep. Acceptance of LOI within the timeline mentioned will only be considered as the offer acceptance & we will keep you updated on the progress
- At any point in time, if the self-profile declared by the student during the registration process is found to be false or if the student is found to have indulged in any sort of malpractice at any stage, this confirmation will be withdrawn
- The selected candidates are subject to internal audit process. In case, any observation is found to be inappropriate, it will lead to a withdrawal of the selection

We look forward to our continued association!



For further queries, please contact [Nikitha.sreenivas@cognizant.com](mailto:Nikitha.sreenivas@cognizant.com) / [Yeshwanth.pendyala@cognizant.com](mailto:Yeshwanth.pendyala@cognizant.com) / [Vignesh.am@cognizant.com](mailto:Vignesh.am@cognizant.com)

**Regards,  
Human Resources – GenC**

**Note:** If selected, candidate will join as a fresher as no prior work experience will be considered.

**Disclaimer:**

- Cognizant does not entertain payments of any kind from candidates or vendors for employment. Requests for such payments should be promptly reported to [GenCHRComplianceIND@cognizant.com](mailto:GenCHRComplianceIND@cognizant.com)
- If you encounter anyone who claims to offer jobs at Cognizant in return for any benefit (monetary or non-monetary), please do not entertain them. Please be informed that Cognizant shall not be held responsible for any such instances or payments you make
- We recommend that you do not respond to spam emails/ messages you do not trust; never disclose your personal or financial details to anyone you do not know. If any such mails purporting to come from Cognizant are received, we advise you to contact us at [GenCHRComplianceIND@cognizant.com](mailto:GenCHRComplianceIND@cognizant.com)
- Cognizant takes its hiring practices seriously and appreciates you keeping the Company informed of any individuals posing as Cognizant employees who make false job offers using Cognizant's name. We remind you that while recruiting employees, Cognizant will only communicate with you through authentic Cognizant email addresses and Cognizant will never extend any job offers to anyone based on an online application without first conducting an in-person, video, or telephone interview through verified encrypted channels
- To ascertain that you are receiving a genuine call from Cognizant, please ensure to collect the recruiter's details (full name; official email id, employee ID & mobile number) during the call

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**2 attachments**

 **Chaitanya Bharathi Institute of Technology.xlsx**  
10K

 **Chaitanya Bharathi Institute of Technology, Hyderabad.xlsx**  
12K

**Cognizant campus hiring 2023 | Final interview results**

Yeshwanth.Pendyala@cognizant.com &lt;Yeshwanth.Pendyala@cognizant.com&gt;

Tue, Sep 20, 2022 at 10:20 AM

To: placements@cbit.ac.in, nlreddypo@gmail.com

Cc: Maya.Sreekumar@cognizant.com, Aswathy.Venugopal@cognizant.com, RophiaRose.UginAntroose@cognizant.com, Vignesh.AM@cognizant.com, Nikitha.Sreenivas@cognizant.com

**Campus hiring 2023**

Dear Prof. NLN Reddy,

Greetings from Cognizant!

As we conclude Campus Hiring 2023, we are happy to share the **additional set of selects** from interviews conducted for **GenC and GenC Elevate hiring categories**. **We will share the consolidated list of the selects soon.**

Our **heartiest congratulations** to the selected candidates on their stellar performance. We look forward to welcoming them into the Cognizant fraternity.

We would like to extend our gratitude to you for your collaboration in our virtual recruitment process. Your support helped us make it a success. We truly appreciate the partnership between Cognizant and your esteemed institution, which has helped candidates identify their place with us, as we engineer modern businesses to improve everyday life.

Please find the final results (Set 1 and Set 2) attached herewith for your college.

**Note:** Few of the selected candidates will receive a mandatory self-learning module and assessment, based on their performance in the Communication Assessment. Completion of this would be mandatory prior to joining Cognizant as full time employees.

Important:

- The LOI (Letter of Intent) will be released to the selected candidates **post 25<sup>th</sup> Sep**. Acceptance of LOI within the timeline mentioned will only be considered as the offer acceptance & we will keep you updated on the progress
- At any point in time, if the self-profile declared by the student during the registration process is found to be false or if the student is found to have indulged in any sort of malpractice at any stage, this confirmation will be withdrawn
- The selected candidates are subject to internal audit process. In case, any observation is found to be inappropriate, it will lead to a withdrawal of the selection

We look forward to our continued association!

For further queries, please contact [Yeshwanth.Pendyala@cognizant.com](mailto:Yeshwanth.Pendyala@cognizant.com) / [Vignesh.AM@cognizant.com](mailto:Vignesh.AM@cognizant.com) / [Nikitha.Sreenivas@cognizant.com](mailto:Nikitha.Sreenivas@cognizant.com)

**Regards,  
Human Resources – GenC**

**Note:** If selected, candidate will join as a fresher as no prior work experience will be considered.

**Disclaimer:**

- Cognizant does not entertain payments of any kind from candidates or vendors for employment. Requests for such payments should be promptly reported to [GenCHRComplianceIND@cognizant.com](mailto:GenCHRComplianceIND@cognizant.com)
- If you encounter anyone who claims to offer jobs at Cognizant in return for any benefit (monetary or non-monetary), please do not entertain them. Please be informed that Cognizant shall not be held responsible for any such instances or payments you make
- We recommend that you do not respond to spam emails/ messages you do not trust; never disclose your personal or financial details to anyone you do not know. If any such mails purporting to come from Cognizant are received, we advise you to contact us at [GenCHRComplianceIND@cognizant.com](mailto:GenCHRComplianceIND@cognizant.com)
- Cognizant takes its hiring practices seriously and appreciates you keeping the Company informed of any individuals posing as Cognizant employees who make false job offers using Cognizant's name. We remind you that while recruiting employees, Cognizant will only communicate with you through authentic Cognizant email addresses and Cognizant will never extend any job offers to anyone based on an online application without first conducting an in-person, video, or telephone interview through verified encrypted channels
- To ascertain that you are receiving a genuine call from Cognizant, please ensure to collect the recruiter's details (full name; official email id, employee ID & mobile number) during the call

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**2 attachments**

 **Chaitanya Bharathi Institute of Technology.xlsx**

22K

 **Chaitanya Bharathi Institute of Technology, Hyderabad.xlsx**

27K

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	hvcirravuri1936@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	Ramyra Aruva	aruvaramyra@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 Gorantla	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	shivajepunna281@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 Gurram	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_ece.janvi@cbit.ac.in	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	2904951	Sanjana Vijayan	ugs19076_ece.sanjana@cbit.org.in	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	2898723	Hrishikesh Reddy Chilakala	ugs19091_ece.hrishikesh@cbit.org.in	B.E.	Electronics & Communication Engineering	GenC Select
CBIT	2900438	Shravani Koduru	ugs19023_ece.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



# Optimus

Date: 05<sup>th</sup> July, 2023

Mr. Dilli Pavan Kumar,  
S/o Dilli Raju,  
1-84/1, Via Ibrahimpatnam,  
Kandukur, Timmapur, Rangareddi,  
Andhra Pradesh – 501506.

Dear Mr. Pavan Kumar,

With reference to your application and the subsequent interviews you had with us, we are pleased to appoint you as **Management Trainee – Production (Grade: TR-I)** on the following terms and conditions.

1) **APPOINTMENT**

The terms governing this appointment will be effective from the date of your joining in the Organization.

2) **PLACE OF POSTING**

You will be posted initially at M/s **Optimus Drugs Private Limited (Unit - III)** Survey No. 147, Ramalingampally Village, Bommalararam Mandal, Bhuvanagiri Yadadri District, Telangana – 508126.

3) **REPORTING**

You will be reporting to **Senior General Manager – Production** or any other officer authorized by the Company.

4) **SALARY & ALLOWANCES**

You will be paid salary **Rupees Two Lakhs Fifty Thousand and Twenty Only** CTC as per the Annexure enclosed.

5) **SERVICE RULES**

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 or any other statutory rules that are in force from time to time.

6) **PROBATIONARY**

You will be on Probationary for a period of six months from the date of your joining. Your Probationary period will be assumed to have been extended until such time as you receive a letter in writing to that effect.

7) **TRANSFER**

During the period of service, depending upon the exigencies of work, your services are liable for transfer from one section to other section, from one department to other department, from one unit to other unit or from one Place to another Place at the discretion of the Management, subject to the provision that your remuneration and other facilities will not be adversely affected.

Cont....

**Optimus Drugs Private Limited**

CIN: U24239TG2003PTC042155

**Registered Office:** Sy. No. 37/A & 37/P, Plot No. 6P, 2nd Floor, Signature Towers, Kothaguda, Kondapur, Hyderabad - 500084, Telangana, India.

Tel: +91-40-33889898; Fax: +91-40-27174641, info@optimuspharma.com, www.optimuspharma.com

**Factory:** Unit-III, Survey No. 145/A, 145/AA & 147, Ramalingampally (V), Bommalararam (M), Yadadri - Bhuvanagiri (D) - 508126, Telangana, India.



## 8) DUTIES / RESPONSIBILITIES

- 1) You will apply yourself diligently and faithfully to the work that may be assigned to you from time to time and will conform to such directions that shall be given to you by your superiors.
- 2) You will have the responsibility for efficient, satisfactory and economic operation in the areas of responsibility that may be assigned to you from time to time. It is the intention of the Company that every employee of the Company takes upon himself / herself a certain degree of responsibility and is accountable for the work undertaken by him / her.
- 3) You will not engage yourself without any written approval of the management in any other employment or hold any other honorary office during the tenure of such employment either as a Consultant or work on part time basis with any other Company / Organization / Individual.
- 4) During the course of your employment, in the event of you being, found guilty of misconduct, negligence in the discharge of duties, irregular in attendance, theft, corruption, fraud, forgery, misappropriation or refusal of transfer, disobedience of the orders of superiors, commit any breach of the terms of your employment or of any of the stipulations herein contained, or any other act of omission inconsistent with your duties, render yourself incompetent in performing your duties, the company shall be entitled to terminate your services without any Notice or compensation.
- 5) You are required to execute undertaking with the company.
- 6) Further, in the event of leaving the services of the Company, you shall not take-up any employment with our competitors involved in similar type of business within a period of two years from the date of leaving.

## 9) SECRECY

You should maintain strict secrecy in view of the sensitive nature of the assignment and should not divulge to any person any information regarding the Company's operations or that of any of its clients, except with the specific authority of the Management.

## 10) VERIFICATION

The employment offer has been made to you basing on the information provided by you through your application / personal data form and otherwise, and will be considered null and void if a material error is discovered therein at any time, and your employment shall be terminated without any notice or salary in lieu thereof.

## 11) SALARY REVIEW

Your increments and future prospects in the Company shall entirely depend upon your performance, efficiency, hard work, and regularity in attendance, sincerity, loyalty, good conduct and such other relevant factors. Please note that annual increment / promotion, as the case may be, shall not be automatic and / or as a matter of right.

Cont....

## 12) TERMINATION & NOTICE PERIOD

- I. During the probationary period and any extension thereof, your services may be terminated on either side by giving **One month** (30 days) notice in writing or salary in lieu of notice period.
- II. However, on confirmation the services can be terminated by the company by giving **Three month's** (90 days) notice in writing on salary in lieu of notice period. In case an employee affects such termination by resignation, the employee is required to serve complete three months before he / she can be relieved from the services of the company. However, relieving from the company will take place after the company is satisfied that proper handing over of papers documents information and assets is completed. It is the sole discretion of the management whether to accept pay in lieu of notice period or not.
- III. The company will not be liable to pay notice pay in case the appointment is terminated on grounds of (i) Breach of confidentiality (ii) Gross negligence (iii) Violation of law or willful noncompliance of Law (iv) Misconduct (v) Violation of the Code of Conduct or (vi) Providing false information at the time of appointment.

## 13) Intellectual Property Rights:

- I. Vide this letter, effective from the date of execution ("**Assignment Letter**"), I hereby agree to transfer to the Company, all my rights, title and interest in Intellectual Property (as defined hereinafter), and the Intellectual Property Rights therein, that was developed / created/ authored by me for being used, either directly or indirectly, by the Company in connection with its business activities during the course of my employment ("**Assigned IP**").
- II. I hereby confirm that the Assigned IP and all improvements, enhancements, developments, modifications and derivative works (hereinafter referred to as "**Developments**") thereto, whether present or future, that I have conceived, discovered, invented, created, authored or conducted or may be conducting during the course of my employment, whether alone or jointly, either on the premises of the Company or otherwise, was and is being done for and on behalf of the Company and made in the course of services rendered pursuant to my engagement with and in the course of the discharge of my duties towards the Company and belongs exclusively to the Company from the moment of their creation and all Intellectual Property Rights in such Assigned IP and Developments shall vest in and inure to the benefit of the Company. I also confirm that the Company has exclusive, unlimited ownership rights to the Assigned IP and the works performed or created pursuant to my engagement with the Company (as an employee) and all materials, information, data and documents prepared or developed as a result of such engagement, both as individual items and/or as a combination of components and whether or not completed vests with the Company.

Cont....



- III. Without prejudice to the above, I hereby irrevocably transfer, convey, assign and agree to assign automatically upon creation, to the Company, without any additional monetary compensation, all the rights, title, interest and Intellectual Property Rights in the Assigned IP and any Developments for the full period that such rights are granted, including all revivals, reversions and extensions existing under the laws in force, in any part of the world, to hold the same to the Company, its successors, assignees and licensees, absolutely for the full period that such rights are capable of subsisting throughout the world.
- IV. To the extent that any such Assigned IP or Developments thereto are not assignable or transferable to the Company ("**Non-Assignable IP**"), I hereby grant to the Company an exclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, manufacture, reproduce, sub-license, use and sell such Non-Assignable IP, and any residual rights I hold in such Non-Assignable IP will be held by me in trust for the sole benefit of the Company. I will convey, transfer, dispose of and otherwise deal with the Non-Assignable IP (including the execution and delivery of all documents and other instruments relating to the Non-Assignable IP) in such manner as the Company or any transferee or sub-licensee (as the case may be), shall, from time to time direct.
- V. I represent and warrant to the Company that: (a) I am not under any pre-existing obligation inconsistent with the terms of this letter; (b) my delivery of this letter has not and will not violate or conflict with or result in a breach of any terms, conditions, duties or obligations I have to any third party; and (c) I have not authorised any third party to use any of the Assigned IP or Developments thereto, nor have I covenanted or agreed with any third party not to sue or otherwise enforce any legal rights with respect to any of the Assigned IP or the Developments thereto.
- VI. I hereby agree that the assignment of the Assigned IP which was developed, held or owned, in any form or manner whatsoever, by me during the course of my employment is material to the business of the Company and was intended at all times to be the property of the Company. I agree that all Intellectual Property that: (a) has been and is developed using equipment, supplies, facilities or trade secrets of the Company, or (b) has resulted and results from work performed for the Company, or (c) relates to the Company's business or current or actual or anticipated business, research or development, is and will be the sole and exclusive property of the Company.
- VII. I acknowledge and agree that any patentable works prepared within the scope of my service are created in the course of employment with the Company under The Patents Act, 1970 ("**Patents Act**") and belong to and vest in the Company and the Company will be considered as the inventor of such patentable works. I hereby irrevocably waive any right to raise any objection or other claim before the Indian Patent Office or any other authority with respect to any right in or to the Assigned IP and the Developments thereto including in and to the ownership of the same, under any provision(s) of the Patents Act or any applicable law.

Cont....

The aforesaid waiver is granted in favour of the Company and all its successors in title and interest, whether existing or in future. I confirm and agree that the assignment in respect of Intellectual Property Rights assigned hereunder shall not be deemed to have lapsed in case the Company or its successors-in-title fail or have failed to exercise the assigned rights within a period of one year or within any other period from the date of the assignment thereof.

- VIII. I agree that if required, I will execute documents and perform all other acts at the Company's request to establish or preserve or enforce the Company's ownership of the Assigned IP, the Developments thereto and the Intellectual Property Rights therein in any and all countries.
- IX. I agree that all my obligations under this letter towards the Company shall also extend to any future owner of the Assigned IP and Developments thereto and the Intellectual Property Rights therein.
- X. The covenants set out herein and the benefits derived by me by virtue of my association with the Company constitute sufficient consideration for the assignment contemplated herein and the obligations undertaken by me herein.
- XI. In this letter, the following terms shall have the meanings assigned to them herein below:
- (a) **"Intellectual Property"** shall mean and include any and all intellectual property and all versions of tangible embodiments thereof, including without limitation works of authorship, whether or not copyrightable, documentation, notes, records, research records, text, artwork, concepts, information, industrial designs, inventions (whether patentable or not), discoveries, designs, specifications, developments, methods, improvements, processes, know-how, show-how, testing procedures, technical data, techniques, algorithms, drawings, schematics, diagrams, databases, computer software and code (including software, source code, object code, user interface, protocols, formats, documentation, comments, databases, data collections), formulae, techniques, supplier and customer lists, trade secrets, guidelines, manuals, graphics or images, texts, audio-visual works, all information regarding the manufacture, testing, design, assembly, calibration, marketing and use in reference to any products, all trademarks, service marks, trade names, service names, brand names, logos, corporate names, trade styles, device and label marks and variations thereof and internet domain names;
- (b) **"Intellectual Property Rights"** shall mean and include all current and future worldwide common law and statutory rights, whether arising under the laws of the India or any other state, country, jurisdiction, government, or public legal authority, in, to, or associated with (a) patents, patent applications, and invention disclosures; (b) copyrights, copyright registrations and applications therefor, moral rights, and mask work rights; (c) the protection of trade or industrial secrets or confidential information; (d) trademarks, trade dress and similar rights; (e) all other intellectual property rights analogous rights to those set forth above; and (f) registrations, divisions, continuations, renewals, reissues, and extensions of the foregoing (as applicable). Cont....



## 14) GENERAL

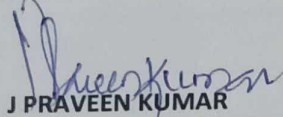
- a) The company will deduct Taxes as appropriate and consistent with the Indian Tax regulations. You will be responsible for your Tax liabilities under all applicable Tax Laws and Regulations.
- b) In case of any change in your residential address during the pendency of your employment with the Company, it shall be your duty to intimate the same to the Company in writing within three days from the date of change of address. All communications mailed to you by the Company to the last address given by you shall be deemed to have been received by you.
- c) Please note that our offer is subject to references provided by you being satisfactory and you being found medically fit as declared by you.
- d) Upon resignation/ termination of your employment, you will return to the Company all papers / documents and / or other properties, which may be in your possession at the time of relieving.
- e) Please note that you are expected to keep the salary package strictly confidential and not to share information regarding the salary with anyone.

This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed in token of your acceptance of the Terms and Conditions mentioned above.

We welcome and look forward to your joining our Optimus Family for a long, successful and pleasant association.

With best wishes

For **OPTIMUS DRUGS PVT LTD (UNIT-III)**

  
J PRAVEEN KUMAR

DEPUTY GENERAL MANAGER - HR & ADMIN

### Acceptance

I have read and understood the above Terms & Conditions and hereby signify my acceptance.

Name: D. Pavan Kumar.

Signature: D. pavan kumar.

**Salary Breakup : Annexure - I**

Name	Dilli Pavan Kumar	
Designation	Management Trainee	
Grade	TR-I	
Department	Production	
Unit	M/s Optimus Drugs (P) Ltd. Unit - III	
Location	Ramalingampally	

Salary Components	In Rs. Per Month	In Rs. Per Annum
Basic Salary	8921	107052
HRA	3568	42816
Others	5353	64236
<b>Total Gross Salary</b>	<b>17842</b>	<b>214104</b>
* PF Employer Contribution	1713	20555
* ESI Employer Contribution	580	6958
* Bonus	700	8400
<b>Total Cost to the Company (CTC)</b>	<b>20835</b>	<b>250020</b>

CTC per annum (Rupees Two Lakhs Fifty Thousand and Twenty Only)

**Additional Benefits**

Group Personal Accidental Insurance coverage	As per eligibility
Gratuity	As per Act

**Important Notes:**

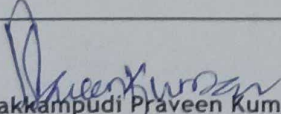
\* **PF Contribution** - 12% of your Basic Salary is deducted towards PF contribution from your salary and deposited along with Employers contribution into your PF Account monthly basis as per statutory requirements.

\* **LTA** - Payable as per norms on submission of bills. In absence of bills applicable Income Tax shall be deducted from the close of current financial year.

Salary revisions linked to annual performance, if any, are payable on pro-rata basis for the eligible months during assessment period.

Organisation reserves right to modify the policies and salary structure, without affecting emoluments adversely.

**Confidentially:** The letter contains all details with regard to your compensation which is strictly confidential and must not be disclosed / discussed with others. In case of any query, please contact Corporate HR.

  
Jakkampudi Praveen Kumar  
Deputy General Manager - HR & ADMIN

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## Campus Drive Request - Reg

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swaroop.vbh@quantra.in <swaroop.vbh@quantra.in>

Wed, Aug 24, 2022 at 4:09 PM

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

Cc: fpc\_mech@cbit.ac.in, fpc\_chem@cbit.ac.in, ugs19089\_mech.prema@cbit.org.in, Ugs19301\_prod.mubeen@cbit.org.in, po@cbit.ac.in, tpo@cbit.ac.in, Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, ugs19301\_prod.mubeen@cbit.org.in

Dear Sir,

Thank you for your email.

**Eligibility Criteria :** B.Tech Chemical pass out 2022 (CGPA : Above 7 or equivalent)

**Job Description :** Attached in the email

**Location :** Hyderabad & Visakhapatnam

**CTC :** 6 LPA

**Introduction :** We are Pokarna Engineered Stone Limited (Brand Name: **Quantra** - [www.quantra.in](http://www.quantra.in)).

With 2 manufacturing facilities - Visakhapatnam & Hyderabad, we are the largest manufacturer & exporters of premium quality Quartz Countertops.

**Corporate Video :** [https://www.youtube.com/watch?v=054CqUqas\\_o](https://www.youtube.com/watch?v=054CqUqas_o)

Our R&D team composites of high performing candidates who have been hired from premium engineering institutes of India.

They closely work with the top management of the organisation to drive the growth of the company.

With the onset of new factory in Hyderabad, we are expanding our R&D team and looking for immediate joiners from the field of Chemical Engineering for both Hyderabad and Vizag plants.

Before we go ahead with interviews, please go through the below :

- Attached job responsibilities & company introduction.
- Immediate joining candidates only i.e. 2022 pass out or earlier.
- Given the confidentiality of work and learning curve of the technology, all our R&D colleagues sign a 3 year service agreement with us. This helps both the candidate and company to create good value from work and experience.
- CTC of 6LPA will be offered.

If the above T&C are in line with the available candidates` commitments and planning, then we would be interested in carrying out a pre-placement talk with the interested students.

Looking forward to hear from you.

---

Thanks & Regards

Swaroop VBH | Sr.Manager-HR | +91 7075767187 | [swaroop.vbh@quantra.in](mailto:swaroop.vbh@quantra.in)

**Quantra  
quartz**

Pokarna Engineered Stone Limited  
Unit II: Sy. Nos. 901,902, 908-912,  
Mekaguda Gram Panchayat, Nandigam Mandal,  
Ranga Reddy District, Telangana – 509 228, INDIA.  
[www.quantra.in](http://www.quantra.in)



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**From:** Placements HEAD <[placements@cbit.ac.in](mailto:placements@cbit.ac.in)>

**Sent:** 24 August 2022 15:26

**To:** [swaroop.vbh@quantra.in](mailto:swaroop.vbh@quantra.in)

**Cc:** [fpc\\_mech@cbit.ac.in](mailto:fpc_mech@cbit.ac.in); [fpc\\_chem@cbit.ac.in](mailto:fpc_chem@cbit.ac.in); [ugs19089\\_mech.prema@cbit.org.in](mailto:ugs19089_mech.prema@cbit.org.in);

[Ugs19301\\_prod.mubeen@cbit.org.in](mailto:Ugs19301_prod.mubeen@cbit.org.in); [po@cbit.ac.in](mailto:po@cbit.ac.in); [tpo@cbit.ac.in](mailto:tpo@cbit.ac.in); Principal CBIT <[principal@cbit.ac.in](mailto:principal@cbit.ac.in)>; Anne Violet CBIT-HR <[hr@cbit.ac.in](mailto:hr@cbit.ac.in)>

**Subject:** Re: Campus Drive Request - Reg

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## 2 attachments



**Company Introduction.pdf**

8479K



**Job Responsibilities - Asst. Manager - QC & PD.pdf**

1493K



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**Campus Drive Request - Reg**

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swaroop.vbh@quantra.in &lt;swaroop.vbh@quantra.in&gt;

Thu, Oct 27, 2022 at 12:56 PM

To: Placements HEAD &lt;placements@cbit.ac.in&gt;

Cc: Principal CBIT &lt;principal@cbit.ac.in&gt;, Anne Violet CBIT-HR &lt;hr@cbit.ac.in&gt;, ugs19089\_mech.prema@cbit.org.in, Ugs19301\_prod.mubeen@cbit.org.in, fpc\_chem@cbit.ac.in, fpc\_mech@cbit.ac.in, po@cbit.ac.in, "ugs19002\_chem.akshara" &lt;ugs19002\_chem.akshara@cbit.ac.in&gt;, ugs19035\_chem.pratham@cbit.ac.in

Dear Sir,

**Greetings for the Day !****Best wishes to your Students.**

Thank you to CBIT team, for accepting our request and giving us the opportunity for campus recruitment. Appreciate your co-ordinators and students for their great discipline in the journey so far.

We are pleased to announce that the below mentioned students have qualified in final round and recommended for hiring, as per the T&C mentioned below;

1. Ms. Priyanka Masula
2. Ms. Akshara Reddy
3. Mr. Chirag Jain
4. Mr. Karna Pranay Kumar Reddy
5. Mr. Pratham Jain

**T&C:**

- They will join in January 2023 as **Management Trainee** with a monthly stipend of INR 20,000/-. ( For 06 Months)
- Post 6 months and upon completion of their graduation, above students will join in the organisation in the given pay scale and they shall have a 3 year bond with the organisation, which is already informed to students.
- The above students will not attend any other placements and **CBIT** needs to ensure us the same.
- Students who don't join in January 2023 as **Management Trainee / Interns**, will not be offered the Job offer.

**Additionally :**

- Free Transportation (From Samshabad)
- Free Canteen Facility
- Group Insurance Schemes at Company Cost

Do contact undersigned / Mr. Neelakantha (HRD) at 7306807383 for any details in this subject, if required.

Upon the received confirmation from you on above said T&C, Offers will be released accordingly.

[Quoted text hidden]

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## Campus Drive Request - Reg

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swaroop.vbh@quantra.in <swaroop.vbh@quantra.in>

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Thanks & Regards

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**Sent:** 24 August 2022 15:26

**To:** [swaroop.vbh@quantra.in](mailto:swaroop.vbh@quantra.in)

**Cc:** [fpc\\_mech@cbit.ac.in](mailto:fpc_mech@cbit.ac.in); [fpc\\_chem@cbit.ac.in](mailto:fpc_chem@cbit.ac.in); [ugs19089\\_mech.prema@cbit.org.in](mailto:ugs19089_mech.prema@cbit.org.in);

[Ugs19301\\_prod.mubeen@cbit.org.in](mailto:Ugs19301_prod.mubeen@cbit.org.in); [po@cbit.ac.in](mailto:po@cbit.ac.in); [tpo@cbit.ac.in](mailto:tpo@cbit.ac.in); Principal CBIT <[principal@cbit.ac.in](mailto:principal@cbit.ac.in)>; Anne Violet CBIT-HR <[hr@cbit.ac.in](mailto:hr@cbit.ac.in)>

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Dear Sir,

**Greetings for the Day !****Best wishes to your Students.**

Thank you to CBIT team, for accepting our request and giving us the opportunity for campus recruitment. Appreciate your co-ordinators and students for their great discipline in the journey so far.

We are pleased to announce that the below mentioned students have qualified in final round and recommended for hiring, as per the T&C mentioned below;

1. Ms. Priyanka Masula
2. Ms. Akshara Reddy
3. Mr. Chirag Jain
4. Mr. Karna Pranay Kumar Reddy
5. Mr. Pratham Jain

**T&C:**

- They will join in January 2023 as **Management Trainee** with a monthly stipend of INR 20,000/-. ( For 06 Months)
- Post 6 months and upon completion of their graduation, above students will join in the organisation in the given pay scale and they shall have a 3 year bond with the organisation, which is already informed to students.
- The above students will not attend any other placements and **CBIT** needs to ensure us the same.
- Students who don't join in January 2023 as **Management Trainee / Interns**, will not be offered the Job offer.

**Additionally :**

- Free Transportation (From Samshabad)
- Free Canteen Facility
- Group Insurance Schemes at Company Cost

Do contact undersigned / Mr. Neelakantha (HRD) at 7306807383 for any details in this subject, if required.

Upon the received confirmation from you on above said T&C, Offers will be released accordingly.

[Quoted text hidden]

## Invesco Opportunity @Hyderabad

V R, Sanjana <Sanjana.VR@invesco.com>  
To: "placements@cbit.ac.in" <placements@cbit.ac.in>

Wed, Dec 7, 2022 at 7:58 AM

Greetings for the day!

Invesco is hiring for Technology Associate. We are glad to partner with your colleges yet again!

### Details of the position:

Role Title	Technology Associate
Date of Joining	July2022
Compensation Offered*	INR 9,00,000 (excluding 10% Performance Bonus)
Joining Bonus	INR 90,000
Job Description	Enclosed as attachment

### Please find the details of the eligibility criteria and assessment process for the interested applicants:

Eligibility criteria	<p>Applications with Min. aggregate – 7.0+ CGPA shall be eligible for registration.</p> <p>Applicants shall NOT have any backlogs while applying for the role.</p> <ul style="list-style-type: none"> <li>• Year of Graduation: <b>2023</b></li> <li>• <b>Technology Associate:</b> BE/ B.Tech – CSE, IT, ECE, M.Tech- Computers and MCA</li> <li>• <b>Technology Associate Infra:</b> BE/ B.Tech</li> </ul>
Online Assessment and Hackathon	On the day of the preplacement talk and 10 <sup>th</sup> January

Request you to share the list of eligible students and resumes by latest 8<sup>th</sup> December 2022. Please note each student must apply to only one of these roles.

Request you to also revert us ASAP with a date for the pre-placement talk & online assessment which is before 19<sup>th</sup> of December 2022.

Kindly feel free to reach out in case of any questions/concerns.

Regards,

Sanjana VR


(7824050888)

\*\*\*\*\*

Confidentiality Note: The information contained in this message, and any attachments, may contain confidential and/or privileged material. It is intended solely for the person(s) or entity to which it is addressed. Any review, retransmission, dissemination, or taking of any action in reliance upon this information by persons or entities other than the intended recipient(s) is prohibited. If you received this in error, please contact the sender and delete the material from any device.

\*\*\*\*\*

**2 attachments**

 **Career at Invesco\_Technology iTAP Technical Infra- JD (002).docx**  
39K

 **Career at Invesco\_Technology iTAP Technical- JD.docx**  
39K



Placements HEAD &lt;placements@cbit.ac.in&gt;

## Invesco: Selected students !!

V R, Sanjana <Sanjana.VR@invesco.com>

Wed, Jan 18, 2023 at 9:51 AM

To: Placements HEAD <placements@cbit.ac.in>, chandnani gulshan <ugs19088\_ece.chandnani@cbit.ac.in>

Greetings for the day!

We are elated to share that the below students are selected from CBIT. We shared the same results at the end of the Hackathon. The students will receive communication from the talent acquisition team. We are extremely delighted to partner with you for future years.

Role	Name	College	Phone Number	Email Address
General	KATURI YASHWANTH	CBIT	8688386228	<a href="mailto:katuriyashwanth79890@gmail.com">katuriyashwanth79890@gmail.com</a>
General	Shashank Mothkuru	CBIT	9030227878	<a href="mailto:mshashank2403@gmail.com">mshashank2403@gmail.com</a>
General	Gopasi Nandini	CBIT	9949657509	<a href="mailto:nandinigopasi999@gmail.com">nandinigopasi999@gmail.com</a>
Infrastructure	Yashraj Delhiwala	CBIT	7799267703	<a href="mailto:dyashraj25@gmail.com">dyashraj25@gmail.com</a>
Infrastructure	Sai Mani Yogesh Kosuru	CBIT	6380993403	<a href="mailto:kngyogesh@gmail.com">kngyogesh@gmail.com</a>
Infrastructure	Dasari Hemamsu	CBIT	7396364361	<a href="mailto:hemamsu14@gmail.com">hemamsu14@gmail.com</a>

Regards,

Sanjana VR

\*\*\*\*\*

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# Optimus

Date: 05<sup>th</sup> July, 2023

Mr. Doddi Surya Mukesh,  
S/o Doddi Nageswar Rao,  
3-1-76, Samithi Singaram, Manuguru,  
Samathsingaram, Khammam, Telangana – 507117.

Dear Mr. Mukesh,

With reference to your application and the subsequent interviews you had with us, we are pleased to appoint you as **Management Trainee – Production (Grade: TR-I)** on the following terms and conditions.

1) **APPOINTMENT**

The terms governing this appointment will be effective from the date of your joining in the Organization.

2) **PLACE OF POSTING**

You will be posted initially at M/s **Optimus Drugs Private Limited (Unit - III)** Survey No. 147, Ramalingampally Village, Bommaramaram Mandal, Bhuvanagiri Yadadri District, Telangana – 508126.

3) **REPORTING**

You will be reporting to **Senior General Manager – Production** or any other officer authorized by the Company.

4) **SALARY & ALLOWANCES**

You will be paid salary **Rupees Two Lakhs Fifty Thousand and Twenty Only** CTC as per the Annexure enclosed.

5) **SERVICE RULES**

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 or any other statutory rules that are in force from time to time.

6) **PROBATIONARY**

You will be on Probationary for a period of six months from the date of your joining. Your Probationary period will be assumed to have been extended until such time as you receive a letter in writing to that effect.

7) **TRANSFER**

During the period of service, depending upon the exigencies of work, your services are liable for transfer from one section to other section, from one department to other department, from one unit to other unit or from one Place to another Place at the discretion of the Management, subject to the provision that your remuneration and other facilities will not be adversely affected.

Cont....

**Optimus Drugs Private Limited**

CIN: U24239TG2003PTC042155

**Registered Office:** Sy. No. 37/A & 37/P, Plot No. 6P, 2nd Floor, Signature Towers, Kothaguda, Kondapur, Hyderabad - 500084, Telangana, India.

Tel: +91-40-33889898; Fax: +91-40-27174641, info@optimuspharma.com, www.optimuspharma.com

**Factory:** Unit-III, Survey No. 145/A, 145/AA & 147, Ramalingampally (V), Bommaramaram (M), Yadadri - Bhuvanagiri (D) - 508126, Telangana, India.



## 8) DUTIES / RESPONSIBILITIES

- 1) You will apply yourself diligently and faithfully to the work that may be assigned to you from time to time and will conform to such directions that shall be given to you by your superiors.
- 2) You will have the responsibility for efficient, satisfactory and economic operation in the areas of responsibility that may be assigned to you from time to time. It is the intention of the Company that every employee of the Company takes upon himself / herself a certain degree of responsibility and is accountable for the work undertaken by him / her.
- 3) You will not engage yourself without any written approval of the management in any other employment or hold any other honorary office during the tenure of such employment either as a Consultant or work on part time basis with any other Company / Organization / Individual.
- 4) During the course of your employment, in the event of you being, found guilty of misconduct, negligence in the discharge of duties, irregular in attendance, theft, corruption, fraud, forgery, misappropriation or refusal of transfer, disobedience of the orders of superiors, commit any breach of the terms of your employment or of any of the stipulations herein contained, or any other act of omission inconsistent with your duties, render yourself incompetent in performing your duties, the company shall be entitled to terminate your services without any Notice or compensation.
- 5) You are required to execute undertaking with the company.
- 6) Further, in the event of leaving the services of the Company, you shall not take-up any employment with our competitors involved in similar type of business within a period of two years from the date of leaving.

## 9) SECRECY

You should maintain strict secrecy in view of the sensitive nature of the assignment and should not divulge to any person any information regarding the Company's operations or that of any of its clients, except with the specific authority of the Management.

## 10) VERIFICATION

The employment offer has been made to you basing on the information provided by you through your application / personal data form and otherwise, and will be considered null and void if a material error is discovered therein at any time, and your employment shall be terminated without any notice or salary in lieu thereof.

## 11) SALARY REVIEW

Your increments and future prospects in the Company shall entirely depend upon your performance, efficiency, hard work, and regularity in attendance, sincerity, loyalty, good conduct and such other relevant factors. Please note that annual increment / promotion, as the case may be, shall not be automatic and / or as a matter of right.

Cont....

## 12) TERMINATION & NOTICE PERIOD

- I. During the probationary period and any extension thereof, your services may be terminated on either side by giving **One month** (30 days) notice in writing or salary in lieu of notice period.
- II. However, on confirmation the services can be terminated by the company by giving **Three month's** (90 days) notice in writing on salary in lieu of notice period. In case an employee affects such termination by resignation, the employee is required to serve complete three months before he / she can be relieved from the services of the company. However, relieving from the company will take place after the company is satisfied that proper handing over of papers documents information and assets is completed. It is the sole discretion of the management whether to accept pay in lieu of notice period or not.
- III. The company will not be liable to pay notice pay in case the appointment is terminated on grounds of (i) Breach of confidentiality (ii) Gross negligence (iii) Violation of law or willful noncompliance of Law (iv) Misconduct (v) Violation of the Code of Conduct or (vi) Providing false information at the time of appointment.

## 13) Intellectual Property Rights:

- I. Vide this letter, effective from the date of execution ("**Assignment Letter**"), I hereby agree to transfer to the Company, all my rights, title and interest in Intellectual Property (as defined hereinafter), and the Intellectual Property Rights therein, that was developed / created/ authored by me for being used, either directly or indirectly, by the Company in connection with its business activities during the course of my employment ("**Assigned IP**").
- II. I hereby confirm that the Assigned IP and all improvements, enhancements, developments, modifications and derivative works (hereinafter referred to as "**Developments**") thereto, whether present or future, that I have conceived, discovered, invented, created, authored or conducted or may be conducting during the course of my employment, whether alone or jointly, either on the premises of the Company or otherwise, was and is being done for and on behalf of the Company and made in the course of services rendered pursuant to my engagement with and in the course of the discharge of my duties towards the Company and belongs exclusively to the Company from the moment of their creation and all Intellectual Property Rights in such Assigned IP and Developments shall vest in and inure to the benefit of the Company. I also confirm that the Company has exclusive, unlimited ownership rights to the Assigned IP and the works performed or created pursuant to my engagement with the Company (as an employee) and all materials, information, data and documents prepared or developed as a result of such engagement, both as individual items and/or as a combination of components and whether or not completed vests with the Company.

Cont....



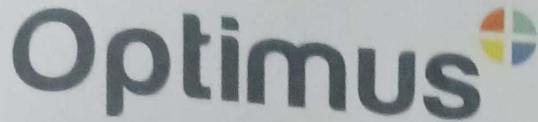
- III. Without prejudice to the above, I hereby irrevocably transfer, convey, assign and agree to assign automatically upon creation, to the Company, without any additional monetary compensation, all the rights, title, interest and Intellectual Property Rights in the Assigned IP and any Developments for the full period that such rights are granted, including all revivals, reversions and extensions existing under the laws in force, in any part of the world, to hold the same to the Company, its successors, assignees and licensees, absolutely for the full period that such rights are capable of subsisting throughout the world.
- IV. To the extent that any such Assigned IP or Developments thereto are not assignable or transferable to the Company ("**Non-Assignable IP**"), I hereby grant to the Company an exclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, manufacture, reproduce, sub-license, use and sell such Non-Assignable IP, and any residual rights I hold in such Non-Assignable IP will be held by me in trust for the sole benefit of the Company. I will convey, transfer, dispose of and otherwise deal with the Non-Assignable IP (including the execution and delivery of all documents and other instruments relating to the Non-Assignable IP) in such manner as the Company or any transferee or sub-licensee (as the case may be), shall, from time to time direct.
- V. I represent and warrant to the Company that: (a) I am not under any pre-existing obligation inconsistent with the terms of this letter; (b) my delivery of this letter has not and will not violate or conflict with or result in a breach of any terms, conditions, duties or obligations I have to any third party; and (c) I have not authorised any third party to use any of the Assigned IP or Developments thereto, nor have I covenanted or agreed with any third party not to sue or otherwise enforce any legal rights with respect to any of the Assigned IP or the Developments thereto.
- VI. I hereby agree that the assignment of the Assigned IP which was developed, held or owned, in any form or manner whatsoever, by me during the course of my employment is material to the business of the Company and was intended at all times to be the property of the Company. I agree that all Intellectual Property that: (a) has been and is developed using equipment, supplies, facilities or trade secrets of the Company, or (b) has resulted and results from work performed for the Company, or (c) relates to the Company's business or current or actual or anticipated business, research or development, is and will be the sole and exclusive property of the Company.
- VII. I acknowledge and agree that any patentable works prepared within the scope of my service are created in the course of employment with the Company under The Patents Act, 1970 ("**Patents Act**") and belong to and vest in the Company and the Company will be considered as the inventor of such patentable works. I hereby irrevocably waive any right to raise any objection or other claim before the Indian Patent Office or any other authority with respect to any right in or to the Assigned IP and the Developments thereto including in and to the ownership of the same, under any provision(s) of the Patents Act or any applicable law.

Cont....

The aforesaid waiver is granted in favour of the Company and all its successors in title and interest, whether existing or in future. I confirm and agree that the assignment in respect of Intellectual Property Rights assigned hereunder shall not be deemed to have lapsed in case the Company or its successors-in-title fail or have failed to exercise the assigned rights within a period of one year or within any other period from the date of the assignment thereof.

- VIII. I agree that if required, I will execute documents and perform all other acts at the Company's request to establish or preserve or enforce the Company's ownership of the Assigned IP, the Developments thereto and the Intellectual Property Rights therein in any and all countries.
- IX. I agree that all my obligations under this letter towards the Company shall also extend to any future owner of the Assigned IP and Developments thereto and the Intellectual Property Rights therein.
- X. The covenants set out herein and the benefits derived by me by virtue of my association with the Company constitute sufficient consideration for the assignment contemplated herein and the obligations undertaken by me herein.
- XI. In this letter, the following terms shall have the meanings assigned to them herein below:
- (a) **"Intellectual Property"** shall mean and include any and all intellectual property and all versions of tangible embodiments thereof, including without limitation works of authorship, whether or not copyrightable, documentation, notes, records, research records, text, artwork, concepts, information, industrial designs, inventions (whether patentable or not), discoveries, designs, specifications, developments, methods, improvements, processes, know-how, show-how, testing procedures, technical data, techniques, algorithms, drawings, schematics, diagrams, databases, computer software and code (including software, source code, object code, user interface, protocols, formats, documentation, comments, databases, data collections), formulae, techniques, supplier and customer lists, trade secrets, guidelines, manuals, graphics or images, texts, audio-visual works, all information regarding the manufacture, testing, design, assembly, calibration, marketing and use in reference to any products, all trademarks, service marks, trade names, service names, brand names, logos, corporate names, trade styles, device and label marks and variations thereof and internet domain names;
- (b) **"Intellectual Property Rights"** shall mean and include all current and future worldwide common law and statutory rights, whether arising under the laws of the India or any other state, country, jurisdiction, government, or public legal authority, in, to, or associated with (a) patents, patent applications, and invention disclosures; (b) copyrights, copyright registrations and applications therefor, moral rights, and mask work rights; (c) the protection of trade or industrial secrets or confidential information; (d) trademarks, trade dress and similar rights; (e) all other intellectual property rights analogous rights to those set forth above; and (f) registrations, divisions, continuations, renewals, reissuances, and extensions of the foregoing (as applicable). Cont....





#### 14) GENERAL

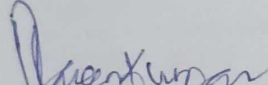
- a) The company will deduct Taxes as appropriate and consistent with the Indian Tax regulations. You will be responsible for your Tax liabilities under all applicable Tax Laws and Regulations.
- b) In case of any change in your residential address during the pendency of your employment with the Company, it shall be your duty to intimate the same to the Company in writing within three days from the date of change of address. All communications mailed to you by the Company to the last address given by you shall be deemed to have been received by you.
- c) Please note that our offer is subject to references provided by you being satisfactory and you being found medically fit as declared by you.
- d) Upon resignation/ termination of your employment, you will return to the Company all papers / documents and / or other properties, which may be in your possession at the time of relieving.
- e) Please note that you are expected to keep the salary package strictly confidential and not to share information regarding the salary with anyone.

This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed in token of your acceptance of the Terms and Conditions mentioned above.

We welcome and look forward to your joining our Optimus Family for a long, successful and pleasant association.

With best wishes

For **OPTIMUS DRUGS PVT LTD (UNIT-III)**

  
J PRAVEEN KUMAR

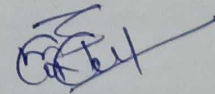
DEPUTY GENERAL MANAGER - HR & ADMIN

#### Acceptance

I have read and understood the above Terms & Conditions and hereby signify my acceptance.

Name: Doddi. Sumpa Mukesh

Signature:



**Optimus Drugs Private Limited**

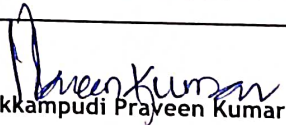
CIN: U24239TG2003PTC042155

**Registered Office:** Sy. No. 37/A & 37/P, Plot No. 6P, 2nd Floor, Signature Towers, Kothaguda, Kondapur, Hyderabad - 500084, Telangana, India.

Tel: +91-40-33889898; Fax: +91-40-27174641, info@optimuspharma.com, www.optimuspharma.com

**Factory:** Unit-III, Survey No. 145/A, 145/AA & 147, Ramalingampally (V), Bommalaramaram (M), Yadadri - Bhuvanagiri (D) - 508126, Telangana, India.

Salary Breakup : Annexure - I		
Name	Doddi Surya Mukesh	
Designation	Management Trainee	
Grade	TR-I	
Department	Production	
Unit	M/s Optimus Drugs (P) Ltd. Unit - III	
Location	Ramalingampally	
Salary Components	In Rs. Per Month	In Rs. Per Annum
Basic Salary	8921	107052
HRA	3568	42816
Others	5353	64236
<b>Total Gross Salary</b>	<b>17842</b>	<b>214104</b>
* PF Employer Contribution	1713	20555
* ESI Employer Contribution	580	6958
* Bonus	700	8400
<b>Total Cost to the Company (CTC)</b>	<b>20835</b>	<b>250020</b>
CTC per annum (Rupees Two Lakhs Fifty Thousand and Twenty Only)		
<b>Additional Benefits</b>		
Group Personal Accidental Insurance coverage	As per eligibility	
Gratuity	As per Act	
<b>Important Notes:</b>		
* <b>PF Contribution</b> - 12% of your Basic Salary is deducted towards PF contribution from your salary and deposited along with Employers contribution into your PF Account monthly basis as per statutory requirements.		
* <b>LTA</b> - Payable as per norms on submission of bills. In absence of bills applicable Income Tax shall be deducted from the close of current financial year.		
Salary revisions linked to annual performance, if any, are payable on pro-rata basis for the eligible months during assessment period.		
Organisation reserves right to modify the policies and salary structure, without affecting emoluments adversely.		
<b>Confidentially:</b> The letter contains all details with regard to your compensation which is strictly confidential and must not be disclosed / discussed with others. In case of any query, please contact Corporate HR.		

  
 Jakkampudi Praveen Kumar  
 Deputy General Manager - HR & ADMIN

---

## Oppostunity with MSN Labs for B Tech Chemical Engg Fresher

---

**shilpadutta@msnlabs.com** <shilpadutta@msnlabs.com>  
To: placements@cbit.ac.in  
Cc: krsrinivas@msnlabs.com, padmanabhan.s@msnlabs.com

Fri, Jan 20, 2023 at 5:36 PM

Dear Placement coordinator,

This is in regards to discussion with Mr Srinivas, we would be interested in conducting a recruitment drive in your campus.

About the Company: <https://www.msnlabs.com/index.html>

MSN Group is the fastest growing research-based pharmaceutical company based out of India. Founded in 2003 with a mission to make health care affordable, this Hyderabad-based venture has nine API and five finished dosage facilities established across Hyderabad, USA and Myanmar.

The group has an integrated R&D center for both API and formulation under one roof, dedicated to research and development of pharmaceuticals to make them more accessible. With core focus on speed and consistency in delivery, MSN has achieved the following:

More than 900+ national and international patents

Product portfolio featuring over 1029 DMF's

2000+ dossiers & 144+ ANDA's

We have achieved 30 + first to launch generics.

Won the trust of more than 40 Million patients across 80+ countries globally

Innovation and speed form the crux of our business strategy. Backed by a dedicated and experienced team of over 11,000 the organizational environment at MSN integrates multiple disciplines and functions by effective implementation of goals and objectives through technology, coupled with Integrity, Imagination and Innovation.

Job Details: Please refer attached job description

Compensation: 2,30,000 Lacs per annum

Designation : Executive Trainee and after confirmation it will be Executive

Recruitment Drive Details: 25th / 27th January we can plan for campus drive

Revert us with your list of interested candidates to take the process forward.

**Regards,**

**Shilpa Dutta**

**Corporate Human Resources**

**MSN Laboratories Private Limited**

MSN House, D.No: 2-91/10 & 11, White Fields,  
Kondapur, Hyderabad - 500084. Telangana, INDIA.

Email ID: [shilpadutta@msnlabs.com](mailto:shilpadutta@msnlabs.com)

Direct : +91 40 30438904

[www.msnlabs.com](http://www.msnlabs.com)



**JD Executive Trainee - TSD.pdf**

67K



Placements HEAD &lt;placements@cbit.ac.in&gt;

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## Updated CBIT -B.Tech-Chemical Students database for MSN Laboratories Private Limited -2023 - Reg.

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krsrinivas@msnlabs.com <krsrinivas@msnlabs.com>

Mon, Jan 30, 2023 at 6:51 PM

To: Placements HEAD <placements@cbit.ac.in>, shilpadutta@msnlabs.com

Cc: padmanabhan.s@msnlabs.com, fpc\_chem@cbit.ac.in, "ugs19002\_chem.akshara"

<ugs19002\_chem.akshara@cbit.ac.in>, "ugs19035\_chem.pratham" <ugs19035\_chem.pratham@cbit.ac.in>, po@cbit.ac.in,

Principal CBIT <principal@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>, vithalivs@msnlabs.com,

raajesh.ranganathan@msnlabs.com, sridevi.nb@msnlabs.com

Dear Dr NLN Reddy garu,

We found following students shortlisted.

We propose to have their final semester industrial training at our R&D Center, Pashamylaram and offer them a confirmed employment on successful completion of academics and feedback from their industrial training.

1. Uma Mahesh
2. Dhanush Reddy
3. M Priyanka
4. S Srija
5. D Krishna Priya
6. Perna

Can you please discuss internally and confirm.

Regards,

Srinivas

Head Talent Acquisition

M. 9000535533

[Quoted text hidden]



## Invesco Opportunity @Hyderabad

V R, Sanjana <Sanjana.VR@invesco.com>  
To: "placements@cbit.ac.in" <placements@cbit.ac.in>

Wed, Dec 7, 2022 at 7:58 AM

Greetings for the day!

Invesco is hiring for Technology Associate. We are glad to partner with your colleges yet again!

### Details of the position:

Role Title	Technology Associate
Date of Joining	July2022
Compensation Offered*	INR 9,00,000 (excluding 10% Performance Bonus)
Joining Bonus	INR 90,000
Job Description	Enclosed as attachment

### Please find the details of the eligibility criteria and assessment process for the interested applicants:

Eligibility criteria	<p>Applications with Min. aggregate – 7.0+ CGPA shall be eligible for registration.</p> <p>Applicants shall NOT have any backlogs while applying for the role.</p> <ul style="list-style-type: none"> <li>• Year of Graduation: <b>2023</b></li> <li>• <b>Technology Associate:</b> BE/ B.Tech – CSE, IT, ECE, M.Tech- Computers and MCA</li> <li>• <b>Technology Associate Infra:</b> BE/ B.Tech</li> </ul>
Online Assessment and Hackathon	On the day of the preplacement talk and 10 <sup>th</sup> January

Request you to share the list of eligible students and resumes by latest 8<sup>th</sup> December 2022. Please note each student must apply to only one of these roles.

Request you to also revert us ASAP with a date for the pre-placement talk & online assessment which is before 19<sup>th</sup> of December 2022.

Kindly feel free to reach out in case of any questions/concerns.

Regards,

Sanjana VR


(7824050888)

\*\*\*\*\*

Confidentiality Note: The information contained in this message, and any attachments, may contain confidential and/or privileged material. It is intended solely for the person(s) or entity to which it is addressed. Any review, retransmission, dissemination, or taking of any action in reliance upon this information by persons or entities other than the intended recipient(s) is prohibited. If you received this in error, please contact the sender and delete the material from any device.

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**2 attachments**

 **Career at Invesco\_Technology iTAP Technical Infra- JD (002).docx**  
39K

 **Career at Invesco\_Technology iTAP Technical- JD.docx**  
39K



Placements HEAD &lt;placements@cbit.ac.in&gt;

## Invesco: Selected students !!

V R, Sanjana <Sanjana.VR@invesco.com>

Wed, Jan 18, 2023 at 9:51 AM

To: Placements HEAD <placements@cbit.ac.in>, chandnani gulshan <ugs19088\_ece.chandnani@cbit.ac.in>

Greetings for the day!

We are elated to share that the below students are selected from CBIT. We shared the same results at the end of the Hackathon. The students will receive communication from the talent acquisition team. We are extremely delighted to partner with you for future years.

Role	Name	College	Phone Number	Email Address
General	KATURI YASHWANTH	CBIT	8688386228	<a href="mailto:katuriyashwanth79890@gmail.com">katuriyashwanth79890@gmail.com</a>
General	Shashank Mothkuru	CBIT	9030227878	<a href="mailto:mshashank2403@gmail.com">mshashank2403@gmail.com</a>
General	Gopasi Nandini	CBIT	9949657509	<a href="mailto:nandinigopasi999@gmail.com">nandinigopasi999@gmail.com</a>
Infrastructure	Yashraj Delhiwala	CBIT	7799267703	<a href="mailto:dyashraj25@gmail.com">dyashraj25@gmail.com</a>
Infrastructure	Sai Mani Yogesh Kosuru	CBIT	6380993403	<a href="mailto:kngyogesh@gmail.com">kngyogesh@gmail.com</a>
Infrastructure	Dasari Hemamsu	CBIT	7396364361	<a href="mailto:hemamsu14@gmail.com">hemamsu14@gmail.com</a>

Regards,

Sanjana VR

\*\*\*\*\*

Confidentiality Note: The information contained in this message, and any attachments, may contain confidential and/or privileged material. It is intended solely for the person(s) or entity to which it is addressed. Any review, retransmission, dissemination, or taking of any action in reliance upon this information by persons or entities other than the intended recipient(s) is prohibited. If you received this in error, please contact the sender and delete the material from any device.

\*\*\*\*\*



GML LABS PVT LTD

G. S. Sra Corporation  
No. 17, Jallandhar Road, Gurgaon, Haryana  
122002, India  
Tel: 0124 4511111  
Fax: 0124 4511112

Plot No. 21B, Sector 14, Gurgaon  
Gurgaon, Haryana, India  
Tel: 0124 4511111  
Fax: 0124 4511112

DN: 14/05/2023

Date: 14/05/2023

Mr. Gollapudi Sri Krishna Chaitanya  
Plot No. 18, Sector 14, Gurgaon, Haryana  
Hyderabad, Telangana, India, 500098  
+91 9024115511  
Email: [HR@gsra.com](mailto:HR@gsra.com)

### APPOINTMENT LETTER

Dear Mr. Sri Krishna Chaitanya,

We are pleased to extend an offer for the position of Chief Executive Officer (CEO) at GML LABS Private Limited. We were greatly impressed by your business, project work and other accomplishments. We believe that your skills will contribute significantly to our company's continued growth and success.

**Position:** Chief Executive Officer (CEO)

**Start Date:** 15/05/2023

**Reporting To:** G. Sankar Krishna Managing Director

**Remuneration:** ₹ 1,00,00,000 per annum

**Place of Work:** Hyderabad & Vijayawada

#### Terms of Employment

This is a full-time position. The duties of the Chief Executive Officer shall be the overall supervision of the functioning of the company, handling day-to-day affairs of the company, regularly reporting to the Board on the activities of the company and to perform all other duties that the Board may be delegated from time to time.

"Further the terms and conditions of appointment and remuneration specified in the letter shall be subject to change, direct or indirect from time to time, by the Board of Directors of the company as it may in its discretion deem fit."

We are excited about the potential you bring to GML LABS Private Limited and the opportunities for mutual growth. Please indicate your acceptance of this offer by signing and returning a copy of this letter.

If you have any questions or require further clarifications, please feel free to contact us at [hr@gsra.com](mailto:hr@gsra.com). We look forward to your positive response and to welcoming you.

With Best Regards,

For GML LABS Private Limited

Date: 14/05/2023

Mr. Gollapudi Sri Krishna Chaitanya

Authorized Signatory





Ref: DFCL/BTECH/GET/2023

Date: 06/05/2023

To  
Ms. Tejasvini,  
Contact: 6302268184,  
Mail id: tejashwinidudala2001@gmail.com.

Dear Ms.Tejasvini,

### **GRADUATE ENGINEER TRAINEE**

At the outset, we congratulate you on your being selected for the position of Graduate Engineer Trainee (GET) in Deccan Fine Chemicals India Private Limited.

Further to your interview with our team at the campus of **CBIT, Hyderabad** we are pleased to induct you as Graduate Engineer Trainee at our **Corporate Office, Hyderabad** on the following terms & conditions:

**SCHEME:** The objective of the scheme is to train, develop and groom young fresh graduates in Chemical field gradually into *FUTURE LEADERS* of our organization at various locations with clear career path subject to performance of the individual and requirement of the organization.

**TRAINING & DURATION:** The company will be pleased to impart training to you in various aspects / activities / operations of Chemical manufacturing during a period of 12 months **w.e.f.** \_\_\_\_\_. Depending on the level of your learning, you will be absorbed in the specific operation based on your attitude and company's requirements.

**ASSESSMENT OF TRAINING & EXTENSION:** Your learning levels will be assessed every 3 months during the training period. In case your learning levels during the initial 12 months is not upto the mark, we will give further opportunity to improve your learning levels by extending the training period by another 3 months. Still if your understanding of the subject doesn't come upto the mark, you will be relieved with a Certificate of Training to facilitate employment elsewhere.

**TRAINING COMPENSATION & COMMITMENT:** We are pleased to offer you a **CTC of Rs.3,60,000/- as a fixed component** during the initial training of 12 months or extended period, as the case may be.

On continuing the services of the company without any break for a period of 24 months you are eligible for a onetime retention pay which is apart from the above mentioned components. You will be paid **upto Rs.**

**40,000/- (Forty thousand rupees) towards your Retention Incentive.** Aforesaid amount will be paid after successful completion of 24 months of the service with Deccan.

As a part of the GET scheme Deccan will invest lot of man hours, training materials, trainers fee & travel expenses towards your training activities which will consume the company's monetary resources. Deccan would like to provide this opportunity only to the committed candidates towards their career and industry. If the candidate intends to leave Deccan before completion of 24 months of continuous service, candidate needs to reimburse the expenses spent towards the training costs around Rs.1,00,000/- and serve the mandatory notice period of 3 months from the date of resignation to get relieved as per the GET scheme terms & conditions.

**CAREER PATH:** In the interest of your own career and business requirements of the organization, based on your qualification, performance and on the job contributions, you will be taken through challenging career path. This shall, however, be subject to there being specific vacancies in the organization at any point of time.

**POLICIES, DISCIPLINE & DECORUM:** On association with Deccan, you shall be governed by the discipline, rules & regulations and other policy guidelines applicable to other employees of the organization. During the period of training you are expected to keep up good discipline, decorum of the organisation and ensure that the organization's reputation is always upheld.

**ACCEPTANCE OF TERMS & CONDITIONS:** You are requested to sign the duplicate of this letter in token of your acceptance of the above Offer and other Terms & Conditions of Training / Employment with us.

Deccan Fine Chemicals India Private Limited welcomes you aboard for a committed learning and excellent growth opportunities to shape yourself into a *FUTURE LEADER!*

With Best Regards,

For Deccan Fine Chemical India Private Limited.,

Above offer, Terms & Conditions accepted.



Authorized Signatory

D. Tejaswini 13/05/23

Copy to Placement Cell **CBIT, Hyderabad** and respective unit HRD.





Ref: DFCL/BTECH/GET/2023

Date: 19/07/2023

To  
Mr. K Sandeep Kumar,  
Contact: 8886991019,  
Mail id: kurva.sandeepkumar@gmail.com

Dear Mr.Sandeep,

### **GRADUATE ENGINEER TRAINEE**

At the outset, we congratulate you on your being selected for the position of Graduate Engineer Trainee (GET) in Deccan Fine Chemicals India Private Limited.

Further to your interview with our team we are pleased to induct you as Graduate Engineer Trainee at our **Tuni** factory location, Andhra Pradesh on the following terms & conditions:

**SCHEME:** The objective of the scheme is to train, develop and groom young fresh graduates in Chemical field gradually into *FUTURE LEADERS* of our organization at various locations with clear career path subject to performance of the individual and requirement of the organization.

**TRAINING & DURATION:** The company will be pleased to impart training to you in various aspects / activities / operations of Chemical manufacturing and **Process Technology** during a period of 12 months **w.e.f.** \_\_\_\_\_. Depending on the level of your learning, you will be absorbed in the specific operation based on your attitude and company's requirements.

**ASSESSMENT OF TRAINING & EXTENSION:** Your learning levels will be assessed every 3 months during the training period. In case your learning levels during the initial 12 months is not upto the mark, we will give further opportunity to improve your learning levels by extending the training period by another 3 months. Still if your understanding of the subject doesn't come upto the mark, you will be relieved with a Certificate of Training to facilitate employment elsewhere.

**TRAINING COMPENSATION & COMMITMENT:** We are pleased to offer you a **CTC of Rs.3,60,000/- as a fixed component** during the initial training of 12 months or extended period, as the case may be.

On continuing the services of the company without any break for a period of 24 months you are eligible for a onetime retention pay which is apart from the above mentioned components. You will be paid **upto Rs. 40,000/- (Forty thousand rupees)** towards your **Retention Incentive**. Aforesaid amount will be paid after successful completion of 24 months of the service with Deccan.

As a part of the GET scheme Deccan will invest lot of man hours, training materials, trainers fee & travel expenses towards your training activities which will consume the company's monetary resources. Deccan would like to provide this opportunity only to the committed candidates towards their career and Industry. If the candidate intends to leave Deccan before completion of 24 months of continuous service, candidate needs to reimburse the expenses spent towards the training costs around Rs.1,00,000/- and serve the mandatory notice period of 3 months from the date of resignation to get relieved as per the GET scheme terms & conditions.

**CAREER PATH:** In the interest of your own career and business requirements of the organization, based on your qualification, performance and on the job contributions, you will be taken through challenging career path. This shall, however, be subject to there being specific vacancies in the organization at any point of time.

**POLICIES, DISCIPLINE & DECORUM:** On association with Deccan, you shall be governed by the discipline, rules & regulations and other policy guidelines applicable to other employees of the organization. During the period of training you are expected to keep up good discipline, decorum of the organisation and ensure that the organization's reputation is always upheld.



**ACCEPTANCE OF TERMS & CONDITIONS:** You are requested to sign the duplicate of this letter in token of your acceptance of the above Offer and other Terms & Conditions of Training / Employment with us.

Deccan Fine Chemicals India Private Limited welcomes you aboard for a committed learning and excellent growth opportunities to shape yourself into a *FUTURE LEADER!*

With Best Regards,

**For Deccan Fine Chemical India Private Limited.,**

**Above offer, Terms & Conditions accepted.**

**Authorized Signatory**

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Copy to Placement Cell **CBIT, Hyderabad** and respective unit HRD.





# **CORPORATE COMPLIANCE SERVICES**

## **OFFER LETTER**

Date: 16/07/2023

To,  
**Mr. G SAITEJA**  
Dear Mr. G SAI TEJA

With reference to your application and the subsequent discussions you had with us, we are pleased to inform you that you have been selected as **Jr. ENGINEER in ENGG department**. As per our understanding your service contract will be for a specific period and you will be placed to discharge the work at M/s Hetero Drugs Limited UNIT IV on outsourcing basis.

You will be paid Compensation of **Rs.2,60,164 per Anum** subject to attendance If you accept this offer, please report to our office on or before 20/07/2023 and submit the following documents.

- (a) Original certificates in proof of your qualification, age, experience etc. along with two sets of Xerox copies.
  - (b) Experience and relieving certificates from your current employer, if applicable
  - (c) Recent passport size photographs 6 NOs
  - (d) Two post card size photographs along with your dependent family members as declared in the ESI Declaration form if applicable.
  - (e) Address Proof & ID Proof.
  - (f) Two references along with contact phone numbers and E mail IDs
- Appointment letter will be issued within 15 days of your joining.  
If there is no response from your end on or before the above-mentioned date, your offer stands cancelled automatically.

**Address of Diagnostics: 401, Standard Diagnostics, Maheswara Complex, Ramalayam Arch, Near Kukatpally Bus stop, HYD-72 -Mobile: 09849532787,040-65274160**

With best wishes  
**For Corporate Compliance Services**



### **Authorized signatory**

Note: PI sign a copy of this offer letter as a token of your acceptance

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Regd.Office:FlatNo304,DeepaMansion,StreetNo.-  
IBhawaniNagar,Hyderabad,Telangana-500076.  
Ph:+91-7674072408,8886693320,9550749494  
[nagireddy.ramini@ccsnr.com/](mailto:nagireddy.ramini@ccsnr.com)  
[nagireddy.ramini@gmail.com](mailto:nagireddy.ramini@gmail.com)  
web-www.ccsnr.com

BranchOffice:HouseNo-28-7-190,3rdMile,MaipaduRoad,  
NearSadavaripalem,Nellore,AndhraPradesh,524002.  
Ph:+91-8886600852,9652970927  
[sivakota.modem@ccsnr.com](mailto:sivakota.modem@ccsnr.com)  
web-www.ccsnr.com



10th April 2023

Mrs Mengarathi Priyanka Shanthi  
Mobile: 9951352954  
Email: dimpupriyanka4@gmail.com

Dear Mrs Priyanka Shanthi:

Subject: Job offer letter

This is in response to your application for a position in our organization and subsequent interview you had with us. We take pleasure in offering you to appoint as a "Trainee Executive – Exports" in our organization. Your CTC (Cost to the Company) is as discussed at the time of interview. The detailed appointment letter will be issued on your joining after submitting all the required documents as mentioned in the offer letter. You will have to work in our company for a minimum period of two years.

While joining, please provide following documents;

- 1) Aadhaar card copy
- 2) PAN card copy
- 3) Recent passport size photo
- 4) Security Cheque
- 5) Proof of salary drawn in the previous company – (Pay slip / Bank statement)
- 6) Relieving Letter from previous company

Please confirm your acceptance and mention joining date by return mail within 2 days otherwise the offer letter stands cancelled.

We welcome you and are delighted that you have chosen to be part of our team. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

Yours Sincerely,  
For Lactonova Nutripharm Private Limited

  
Manager - HR



**LACTONOVA NUTRIPHARM PRIVATE LIMITED.**

Plot no : 81/3, IDA Mallapur, Uppal Mandal, Medchal District, Hyderabad-500076, Telangana (INDIA).

E-mail : [info@lactonova.com](mailto:info@lactonova.com) Phone : 7386158325 / 6303037351.

CIN : U15490AP2013PTC091868

GSTIN : 36AACCL6465BIZN