



DEPARTMENT OF CIVIL 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	160119732003	ANUSHA RACHAPAKA	1
2	160119732004	CHARVI PANYALA	16
3	160119732005	CHIHNITHA KONTEMUKKULA	19
4	160119732006	HARIKA MOKKA	22
5	160119732008	KHYATHI VARDHINI VANGALA	25
6	160119732011	MAHIMA DASARY	31
7	160119732012	MAHITHA KOTTE	41
8	160119732013	GODISELA NIKITHA	46
9	160119732014	NIKITHA KARNAM	47
10	160119732015	PRAGNA KASARLA	49
11	160119732020	SUTHARI SRAVYA	67
12	160119732023	AKHIL RAJESH GOUD PACHIMATLA	68
13	160119732024	G ANIL YADAV	71
14	160119732026	DINESH MODEM	77
15	160119732032	MEGHANATH ANNAPURI	92
16	160119732034	NIKHIL PATHA	98
17	160119732037	RAHUL GUNDOJU	118
18	160119732045	SAI CHARAN NAGARAM	121
19	160119732048	SAI KAMAL ARUKALA	122
20	160119732051	SAI VAMSI VINUKONDA	125
21	160119732057	APPAJI VENKAT SAKETH	129
22	160119732058	DOMALA VENKATA VIGNAN	130
23	160119732059	VIJAY KUMAR VODDEPALLY	131
24	160119732061	ATUFA TANYEEM	132
25	160119732063	ESHRATH ANJUM	138
26	160119732065	CHIPPALAPELLY POOJITHA	219
27	160119732068	RISHITHA KOMMIDI	149
28	160119732069	SAI KEERTANA K	154
29	160119732070	SOWMYA GUNDUKADI	157
30	160119732083	PULI DHANUSH	158
31	160119732084	HARSHA VARDHAN VYAS AMBATI	161
32	160119732086	JAIVANTH KUMAR G	165
33	160119732087	JAYADEEP BATHINI	168
34	160119732095	MOHAMMED ABDUL QUADAR	174
35	160119732096	MOHAMMED AJMAL ALI	180
36	160119732099	NIKHIL KUMAR K	182
37	160119732105	RAVI MALLEVOINA	186
38	160119732109	SAI VINAY BOGA	196
39	160119732117	UTTAM SAI NAKKALA	200
40	160119732119	VENKATESH MARYADA	201
41	160119732120	YUVARAJA YALAMANCHILI	202
42	160119732303	PALLA DIVYA	205
43	160119732307	VOODARI SATHWIKA	209
44	160119732308	MUDAM SRIKANTH	213
45	160119732103	K R RAHUL KARAN	220

Date: 09-Nov-2022

Name: Rachapaka Anusha

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Rachapaka Anusha,

Welcome to MINDTREE (hereinafter referred as the "Company"). Congratulations on being selected as a GRADUATE ENGINEER TRAINEE. This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (refer annexure 1) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25,000 pm.**
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You will also be issued a detailed Letter of Appointment as GRADUATE ENGINEER TRAINEE subject to you meeting the eligibility criteria as mentioned in Annexure-1. Your appointment is in accordance with the Apprentices Act, 1961.
4. Documents - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer Annexure-2).
5. Background Verification - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.
6. If the above terms and conditions are acceptable, kindly acknowledge this GRADUATE ENGINEER TRAINEE Offer Letter by digitally signing this offer within 7 days from the date of receipt of this mail and offer document.

If you do not digitally sign the offer letter within the above-mentioned period, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable.
8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with MINDTREE will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Training Program assessments
- Unauthorized absence during the Training Program
- Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

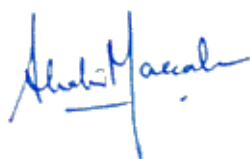
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,
For MINDTREE Ltd.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.

R.Anusha
R.Anusha (Nov 10, 2022 19:29 GMT+5.5)

Nov 10, 2022

ANNEXURE-1

Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on date of Offer	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: * SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. * Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. * For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. * For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA * For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered * Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) Conversion from CGPA into Percentage must be calculated as per your respective University norms
Re-attempts/ATKTs/Backlogs/Arrears: (Diploma, Graduation, Post-Graduation)	* No active/live backlogs allowed at the time of the interview process * All backlogs (if any) must be cleared <u>with the final semester exams</u> . All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) * Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. * This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. * Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full-Time courses Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization



Mindtree

A Larsen & Toubro Group Company

Eligibility for Maternity Leave:

As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery



Self-Declaration:

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that this recruitment process is completely free of cost.
3. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
4. I am flexible to work at any MINDTREE Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/work shift assigned to me based on the business requirement

Candidate Signature:


R.Anusha (Nov 10, 2022 19:29 GMT+5.5)

Name:

Rachapaka Anusha

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

7095132906

Date of interview process:

18-Sep-2022

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

- A. Duly acknowledged copy of the GRADUATE ENGINEER TRAINEE Offer Letter.
- B. Non-Disclosure Agreement.
- C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

- 1. Proof of age.
- 2. SSC/HSC or equivalent examination mark sheets.
- 3. Diploma / Degree mark sheets for all the Semesters/Years.
- 4. Passport first & last page.
- 5. Four-wheeler Driving License.
- 6. Pan card.
- 7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

**ANNEXURE-3****Name : Rachapaka Anusha****Salary Grade : C1****Date: 09-Nov-2022**

Components	INR p.a.	INR p.m.
Basic	180,000.00	15,000.00
Bouquet of Benefits*	161,040.00	13,420.00
Statutory Bonus	21,000.00	1,750.00
A. Base Salary (p.a.)	362,040.00	30,170.00
Annual Incentive (p.a.)	0.00	
B. Total Variable (p.a.)	0.00	
C. TTC (p.a.)	362,040.00	
Provident Fund (PF)	21,600.00	1,800.00
Gratuity	8,664.00	722.00
Mediclaime Premium	7,704.00	
D. Retirals & Other Benefits	37,968.00	
Cost to Company (CTC) C + D	400,008.00	



Medical Insurance Premium:

The Group Mediciclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age). Coverage limits are as per company policy

You would also be eligible to be covered under the Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.



4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.



Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."



In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.



Mindtree

A Larsen & Toubro Group Company

12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

Agreed and Accepted

Signature : 
R.Anusha (Nov 10, 2022 19:29 GMT+5.5)

Name : R.Anusha

Date : Nov 10, 2022



Mindtree – LTI Amalgamation

Dear Rachapaka Anusha

We deeply value your decision to consider joining Mindtree and look forward to collaborating with you on building a fast-paced, progressive career for you.

Thanks to our cutting-edge digital transformation work for a growing roster of customers, we have been reporting industry-leading growth for the past several quarters despite an environment of rapid business and technology shifts. Our success speaks to the strength of our business model and the relevance of our strategic direction as an enabler of superior competitive advantage, customer experiences, and business outcomes for some of the world's most pioneering enterprises. We are now ready to take a significant leap forward in further accelerating our industry-acclaimed growth journey with an eye on the future.

In May this year, Mindtree and LTI — both Larsen & Toubro Group companies — announced a merger that will see Mindtree and LTI join strengths to create an efficient and scaled-up IT services provider called **LTIMindtree** and exceeding \$3.5 billion. Mindtree and LTI have delivered market-leading financial performance and created tremendous value for shareholders. Given that recent industry shifts such as the prominence of large deals and preference for end-to-end offerings benefit at-scale players, the two companies have decided that the time is appropriate to combine the strengths of both organizations to serve customers better.

- Significant scale benefits are anticipated through Mindtree and LTI's complementary strengths, resulting in a more robust portfolio of offerings across verticals. Enhanced customer engagement and delivery model through the industrialization of delivery and streamlined value-enabling processes to improve large-deal capabilities. These opportunities will help build stronger partnerships with ecosystem players and, most notably, a more distinctive value proposition for you, including opportunities to take on exciting, new projects and reach greater heights in your career with LTIMindtree.

The transaction is awaiting shareholder and regulatory approvals, and the formal integration will begin after that. Until then, Mindtree and LTI will continue to operate as independent companies.

Thank you once again for considering the offer to join Mindtree. We are excited about the synergies this merger between Mindtree and LTI will help unlock for all our stakeholders. When you join, you will be a part of a dynamic workforce driven by a culture of innovation and growth. We are counting on you to provide further impetus to our industry-leading growth story.

We cannot wait to welcome you onboard.

Best Regards,

Talent Acquisition Team

Mindtree






Mindtree Offer Letter

Final Audit Report

2022-11-10

Created:	2022-11-09
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA-Vh8JjYd_QeoH3iROiznfoyxfuHngyJZ

"Mindtree Offer Letter" History

-  Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
2022-11-09 - 1:43:38 PM GMT- IP address: 20.44.36.220
-  Waiting for Signature by rachapakaanusha126@gmail.com
2022-11-09 - 1:43:42 PM GMT
-  Signer rachapakaanusha126@gmail.com entered name at signing as R.Anusha
2022-11-10 - 1:59:01 PM GMT- IP address: 157.48.205.245
-  Document e-signed by R.Anusha (rachapakaanusha126@gmail.com)
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Signature Date: 2022-11-10 - 1:59:03 PM GMT - Time Source: server- IP address: 157.48.205.245
-  Agreement completed.
2022-11-10 - 1:59:03 PM GMT



aarvee associates

architects engineers & consultants pvt. ltd.

An ISO 9001:2015 Certified Company

Ref: AA/HRD/HO/GTE/22-23/APT/8518

Date: 16.03.2023

To,
Ms. Charvi Panyala,
Villa No. 19, Westend Greens,
Mokila, Shankaerpally,
Rangareddy, Telangana – 501 203.
Mobile No.: 9963686696
e – mail: charvipanyala@gmail.com

Sub: Offer Letter.

Dear Ms. Charvi Panyala,

We are pleased to offer you the position of "Graduate Trainee Engineer" in our organisation with the following terms and conditions.

1. You will be under probation for a period of three months from the date of joining and your services can be regularized upon successful completion of same.
2. You will be required to execute a Service Agreement upon your joining. Details of the "Service Agreement" is herewith enclosed.
3. During the probation period, you will be on a monthly salary of Rs. 27,500/- (Twenty Seven Thousand Five Hundred only), as mutually agreed during our discussions, which will be subject to deductions for PF contributions, Professional Tax and I.T. etc. This includes all allowances for Accommodation, Conveyance, Leave Travel etc.
4. Upon successful completion of the probation period and based on your performance during the period your salary will be fixed up to maximum of Rs. 35,000/- (Thirty Five Thousand only) per month.
5. In addition to the above, you will be eligible for an Incentive of Rs. 22,500/- based on your performance during the service period and the same will be paid after successful completion of service period of twelve (12) months.
6. You shall keep your salary details strictly confidential.
7. You shall submit the following copies of documents before or at the time of joining.
 - Proof of Date of Birth certificate (Self attested).
 - Qualification certificates (Self attested).
 - Experience certificates (if any).
 - Two Passport size photographs.
 - Copy of PAN and Aadhar card (Self attested).
 - Attached Personal Data Sheet duly filled.
 - Bank account details (preferably in SBI or Yes Bank).
8. In the event of any information given in your application/bio-data being found incorrect in any respect, this offer may be held void and liable to be cancelled forthwith besides any other action management may take.
9. In case of any dispute, the courts of Hyderabad alone shall have jurisdiction.
10. The detailed appointment letter will be issued to you, from our office, at the time of joining, on submission of above said documents.
11. You will be joining at our Corporate Office, Hyderabad at the earliest.
12. Please sign the duplicate copy of the offer letter as a token of acceptance and submit us the same within seven working days, failing which this offer letter stands cancelled.

Wishing you all the best,

for **Aarvee Associates Architects Engineers & Consultants Pvt. Ltd.**,

B V Reddy
Director

Acceptance

I, Charvi Panyala accept this offer and I will be joining on duty on or
before 05.06.2023
Date: 16.06.2023

Signature: Charvi

To,
Ms. Charvi Panyala,
E. Code: AA - 10450,
Villa No. 19, Westend Greens, Mokila, Shankaerpally,
Rangareddy, Telangana – 501 203.
Mobile No.: 9963686696, e – mail: charvipanyala@gmail.com

Sub: Appointment Letter.

Ms. Charvi Panyala

With reference to offer letter no. AA/HRD/HO/GTE/23-24/APT/8518 dated 16.03.2023, we are pleased to appoint you as "Graduate Trainee Engineer" in Railway Division on following terms and conditions:

1. You will be on probation for a period of three months starting from your date of joining and your services can be regularized upon successful completion of the probation period.
2. Your monthly salary structure will be as follows.

Basic Salary	Rs.	13,670.00
House Rent Allowance	Rs.	6,835.00
City Compensatory Allowance	Rs.	2,195.00
Bonus	Rs.	3,000.00
Gross	Rs.	25,700.00
Employer's Contribution to PF	Rs.	1,800.00
Sub Total	Rs.	27,500.00
Gratuity (As per act)	Rs.	658.00
Total	Rs.	28,158.00

3. Upon successful completion of probation period and based on your performance during the probation period your salary will be fixed up to maximum of Rs. 35,000/- (Rupees Thirty five thousand only) per month.
4. In addition to the above, you will be eligible for an annual incentive of Rs. 22,500/- (Rupees Thirty two thousand five hundred only) based on your performance during the service period and the same will be paid after successful completion of service period of twelve (12) months from the date of regularisation.
5. Your salary is subject to deductions towards Provident fund, Professional tax, TDS, etc.
6. You shall arrange your accommodation at work place and travel to home during leave and holidays.
7. If the organisation arranges for housing, house rent allowance will not be paid to you.
8. You shall keep your salary details strictly confidential.
9. During the tenure of your employment with the organisation, you will devote full time for the work of the organisation and shall not undertake any direct / indirect business or works, honorary or remunerative except with written permission of Management.
10. During tenure of your employment with the organisation, you will always maintain secrecy in respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the organisation, is necessarily confidential and forms valuable property of the organisation and is not made available for trade. Further more, even after you cease employment of the organisation, you shall not disclose any information as stated above to anyone.
11. You will assign the organisation all rights, title and interest in any invention or improvement that you might make solely or jointly in course of your employment relating to the products / services marketed, developed and you will execute such documents without expenses to you which, in the judgement of the organisation, may be needful or desirable to secure to the organisation patent protection and any / all rights relating to invention or improvements.


Ambati Sreehu Rao
Vice President – Human Resources


Employee Signature

Page 1 of 2



aarvee associates

architects engineers & consultants pvt. ltd.

An ISO 9001:2015 Certified Company


Ref: AA/HRD/HO/GTE/23-24/APT/8518(i)

13th June 2023

12. You shall maintain and keep in your safe custody such books, registers, documents and other documents as may be issued to you or may come in your possession and shall return the same when required.
13. You will forthwith inform the organisation of any change in your residential address during employment.
14. Your employment is liable to be transferred from one post to another or from one establishment of the organisation to another or to another sister / member Company or to any project site where the organisation has undertaken work or may undertake, solely at the discretion of the management during your employment. While every attempt will be made to give you reasonable advance notice of such transfer, however, in case of emergency such transfers may be made effective immediately.
15. You shall be subject to the General Rules of Discipline and Conduct and other administrative procedures regarding attendance, leave etc., as may be applicable from time to time.
16. You will be entitled to avail leave as per rules and regulations of the organisation, with prior approval of your reporting officer / superiors. As per present rules of the organisation you are eligible to avail one casual leave per month proportionately.
17. You will observe working timings and holidays as applicable at the location and place of work. You may be required to work on off days / closed days or beyond normal working hours, due to exigencies of work.
18. Upon leaving the employment of the organisation, you will not take with you any drawing, blue-print or other reproduction or other data, tables, calculators, letters, other documents, any other writing, copy of writing or any other organisation's property of any nature whatsoever pertaining to the business of the organisation or any of its subsidiaries.
19. In the event of any information given in your application / bio-data being found incorrect in any respect, this appointment may be held void and liable to be cancelled forthwith besides any other action management may initiate.
20. In case the organisation terminates your services, you will be given one month notice period during probation period and on regularization of your services, you will be given three months notice period. However, in the case of serious misconduct no notice period is required.
21. In case you want to leave the organisation, you will have to serve one month notice period during probation period and on regularization of your services, you will have to serve three months notice period.
22. Any act of insubordination, absence from work place without proper approval / information indulgence in fraudulent or corrupt practices, inability or unwillingness to perform your duties to the complete satisfaction of the client will be viewed very seriously and your services may be terminated without giving any notice thereof.
23. In case of any dispute, the courts of Hyderabad alone shall have jurisdiction.
24. Your effective date of joining is 05.06.2023.
25. As a token of acceptance, please sign on all pages of the duplicate copy of this appointment letter and return to us.

Wishing you all the best,

for **Aarvee Associates Architects Engineers & Consultants Pvt. Ltd.,**


Ambati Sreenu Rao
Vice President – Human Resources

Appointment letter acceptance

I, Choxvi Panyala.....accept terms and conditions of the appointment and will abide the same as amended from time to time.

Date: 16-06-2023 PAN No.: GORPP8850N Signature: Choxvi

Page 2 of 2



Placements HEAD <placements@cbit.ac.in>

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

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

Mon, Oct 17, 2022 at 6:38 PM

To: "nlreddypo@gmail.com" <nlreddypo@gmail.com>, Placements HEAD <placements@cbit.ac.in>

Cc: Pramod M V <Pramod.MV@mindtree.com>, "Yohitha S (IN90662)" <Yohitha.S2@mindtree.com>

Dear Prof. NLN Reddy,

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

[Quoted text hidden]

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



Mindtree Selected List_CBIT.xlsx

21K

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	jaic8684@gmail.com	CHEMICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
8	Anitha Islavath	anithaeducation5@gmail.com	CHEMICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
9	Shalineem Mallick	shalineemallick1@gmail.com	CHEMICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
10	Srija Chavali	chsrjia07@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
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20	Samreen Sulthana	samreensulthanam2002@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
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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
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118	Vishnu Charan Bakaraju	vishnucharan0509@gmail.com	PRODUCTION	Chaitanya Bharathi Institute of Technology



06-Apr-2023

Candidate ID: 24870040

Mokka Harika
B.E. Civil Engineering
Chaitanya Bharathi Institute of Technology, Hyderabad

Dear **Mokka Harika**,

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

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

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

You will be provided a learning curriculum as per the skill track assigned to you. The learning design would expect you to drive your learning through hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

*Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. Upon successful completion of internship, you will be part of the batch available for on-boarding **as a full-time employee with Cognizant between July 2023 to August 2024**. In the event of unsatisfactory performance during the Internship or non-completion of the Internship, no Internship Completion Certificate shall be issued by Cognizant. Cognizant reserves rights at its sole discretion to revoke its Letter of Intent.*

Section A: Terms and Conditions:

1. The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be cancelled if the mandatory requirement of minimum 85% attendance at office is not met in a month.
2. Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be cancelled if leaves are availed without prior approvals.
3. You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be cancelled.

4. The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your internship would be cancelled.

5. After successful completion of your internship if there is a business demand which expects you to get enabled on a different skill, you would be provided opportunity to get on-boarded into the CSD (Certified Skill Development) Program for training, failing which your Letter of Intent will be revoked.

6. Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

7. There would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant Internship policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of Internship without any notice. You would be required to complete Cognizant mandatory training's such as Code of Conduct and AUP within the given timelines.

8. During the course of your Internship and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate cancellation of the Internship.

9. Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

10. It is hereby clarified that participation in this Internship shall not constitute you to be an employee of Cognizant nor obligates Cognizant for any purpose whatsoever. The scope of this Internship does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this document.

11. Cognizant holds all rights to cancel this Internship Offer due to non-conformance of performance benchmark or moral code of conduct or in case of you failing to participate in the Internship within the given date/timeline or for such other any reasons upon providing written communication of the same to you. Upon such cancellation of this Internship Offer, your access and participation in the Internship shall stand cancelled.

12. At the time of your reporting for the internship, you will be required to sign a Non – Disclosure Agreement with the company. During the course of your internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

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

14. For avoidance of doubt, it is herewith stated that the Internship shall stand cancelled on the below scenarios as well:

a. In the event of you accepting this Internship Offer but not joining into the Internship on the specified date and at specified location of on-boarding.

b. In the event of you not accepting this Internship Offer or failing to communicate acceptance within 3 calendar days as stated above, you would be provided with the CSD (Certified Skill Development) Offer

which you would need to take it up and complete the training, failing which your Letter of Intent will be revoked.

c. For such other operational, regulatory reasons including breach of terms herein.

Thereupon, your access shall also stand revoked, and Cognizant shall not be obligated to extend nor be liable for any claims due to cancellation of this Internship Offer.

On any of the above-mentioned scenarios (Refer to **Section A: Terms and Conditions**), if your Internship Offer has been cancelled then your Letter of Intent would also be revoked.

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

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

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

- 2 Passport sized Photographs preferably with a Grey / White background
- Personal individual bank account from a nationalized bank for processing stipend

In case of additional queries or concerns, you can raise a query at <https://campus2cognizant.cognizant.com/Pages/PreLogin>

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resources

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

Signature:

Date:



PRIVATE AND CONFIDENTIAL

January 18, 2023

Khyathi Vardhini Vangala
h.no 24.3.772 maitrivanam colonywarangal, Telangana 506001
India

Dear Khyathi Vardhini Vangala,

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

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

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

Regards,

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

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

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

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

Telangana 500075. Tel: +91 40 7136 9000



January 18, 2023

Khyathi Vardhini Vangala
h.no 24.3.772 maitrivanam colonywarangal, Telangana 506001
India

Dear Khyathi Vardhini,

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

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

1. Place of Work:

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

2. Compensation and Allowances:

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

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed from your Start Date to your termination date and the denominator of which will be 12

(such amount, the “Earned sign-on cash bonus”), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

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

4. Annual Leave:

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

5. Termination:

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

6. Non-Disclosure:

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

7. Non-Compete:

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

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

8. Termination Payments:

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

9. Governing Laws:

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

10. Retirement:

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

11. Safety:

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

12. Code of Conduct:

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

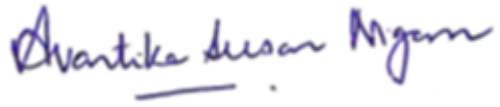
13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

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

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

Regards,



Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

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

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



PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Khyathi Vardhini Vangala
External Title – Function: Graduate Engineering Trainee-IT
DOJ: August 7, 2023

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

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

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



04-Nov-2023

Dear Mahima Dasary,
B.E., Civil
Chaitanya Bharathi Institute of Technology, Hyderabad

Candidate ID – 24870039

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Certified Skill Development (CSD) training program (if offered to you).

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

- a) Based on your successful completion of internship or CSD training program (if offered to you), you could be onboarded directly to business without any additional training.
- b) Based on your successful completion or partial completion of internship or CSD training program (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
- c) Based on your successful completion or partial completion of internship or CSD training program (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer. You could be onboarded directly without undergoing any internship or CSD training program and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
- d) You could be onboarded directly to business without undergoing any internship or CSD training program and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Annexure A

Compensation and Benefits

Name: Mahima Dasary	Designation: Programmer Analyst Trainee
----------------------------	--

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

Note: The Insurance amount may vary subject to market conditions from time to time.

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

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

Leave & Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

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

Employees State Insurance:

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

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

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

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

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

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

Annexure B

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

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

AND

Mahima Dasary, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.
- d. You shall be flexible enough to take up the assigned role based on business requirement

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

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

violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

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

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

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

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

8. Compliance with Company Policies

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

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

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

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

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

15. Termination of Employment

- a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
- b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:
- Misconduct, as provided in Misconduct and Disciplinary Action Policy
 - Non-adherence to Associate Deployment Pool Policy
 - Violation of Social Media Policy or Conflict of Interest Policy
 - Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
 - Insubordination or failure to comply with the directions given to you by persons so authorized
 - Insolvency or conviction for any offence involving moral turpitude
 - Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

- Violation of non-disparagement obligations
- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

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

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

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

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

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

Cognizant Technology Solutions India Private Limited Mahima Dasary



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

RACE AHEAD IN LIFE

Getting ahead in life may mean many different things to different people. At CtrlS for us, it's about dreaming big and making it big. It's about being successful while having fun. It's something that's derived from constant practice, learning, and growth.

Welcome to CtrlS !

ENJOY THE RIDE !



29 Oct 2022

To,

**Kotte Mahitha,
Hyderabad.**

OFFER LETTER

Dear **Kotte Mahitha** ,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of “Associate Engineer” at “CtrlS Datacenters Ltd.”

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. During the training period, you will receive Rs. 10,000 (Ten Thousand rupees only) as stipend per month. Upon completion of your training period, your consolidated salary is **Rs.450000/- p.a.**, (Four Lakh Fifty Thousand Rupees Only) and other emoluments will be as per **Appx 'A'**.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

5. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for Six months.
6. Your appointment and the employment will be subject to your being and remaining **medically fit**. It is necessary for you to get medically examined, as and when required by the company.
7. Your employment is substantially based on the information provided by you. If, it is found that the information provided by you are incorrect or that some information is suppressed, then your employment is liable for summary termination.
8. The contract of employment can be terminated by either Party, without cause, by giving to the other Party 3 months' notice, in writing, of its intention to do so. The Company may, at its sole discretion, waive the whole or part of the notice period. In the event the employee is on probation, and his/her employment has not been confirmed, the contract of employment can be terminated by either Party by giving to the other Party a notice of 1 month, in writing, of its intention to do so or by tendering a sum equivalent to 1 month salary, in lieu thereof.
9. Your employment at the company could be terminated for cause, upon immediate written notice to you, if there is any kind of:
 - (a) Illegal activity - relating to work or not - harming the reputation of the company.
 - (b) Indecent behavior with colleagues, customers or suppliers.
 - (c) Personal bankruptcy / insolvency.
 - (d) Refusal to do any lawful work assigned by the company.
 - (e) Absenteeism.
 - (f) Willful neglect of work.
 - (g) Repeated insubordination or violation of employment rules.
 - (h) Undisclosed conflict of interest.
 - (i) Financial irregularity with respect to expenses incurred or reimbursed by the Company.
 - (j) Corporate espionage
10. You hereby covenant, undertake and agree that during the term of your employment and for a period of 1 year following the termination of the employment, thereafter, you shall not on your own or together with any Person, directly or indirectly:
 - (i) Solicit or take away from the Company or attempt to solicit or take away, the business of any customers or any potential customer with whom you have dealt during the employment with the Company, any other related parties or clients of the Company who have been customers or clients of the Company.
 - (ii) Solicit or entice away or attempt to solicit or entice away any person who at any time during such period shall have been a director, officer, employee or associate of the Company. Be directly or indirectly interested, concerned, or engaged as principal or partner or director, agent or employee, assistant, consultant, advisor or contractor in any other capacity in any business whether for profit or otherwise relating to Internet Data Center Solutions, Internet Services or such fields which is in direct competition with the business of the Company or any business contemplated by the Company, in any geographical area within India.

11. On ceasing to be in the employment of this company for any reason, you will promptly settle all accounts including the return of all Company properties, tools, equipment, documents, etc., without making or retaining any copies.
12. Your growth in this company depends, among other factors, primarily upon contribution, dedication, sincerity and initiative.
13. You are requested to submit the documents as intimated by the “HRD Department”, at the time of joining.
14. You will receive your job profile in due course of time.
15. Please acknowledge and confirm your acceptance of the terms and conditions mentioned in this letter.

We welcome you, and look forward to many years of mutually rewarding and beneficial association. Hope that you work with much more enthusiasm and dedication in your future to come out with stupendous performance

Yours truly,
For **CtrlS Datacenters Ltd.**

P Rajani Reddy
Authorized Signatory

APPX 'A': DETAILS OF SALARY & OTHER ALLOWANCES

The details of the offer given to you are as given below:

- | | | |
|----------------|---|----------------------|
| 1. Name | : | Kotte Mahitha |
| 2. Designation | : | Associate Engineer |
| 3. Grade | : | L0 |
| 4. Location | : | Hyderabad |

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	13200	Basic	158400
HRA	8250	HRA	99000
LTA	0	LTA	0
Special Allowance	9750	Special Allowance	117000
A. Fixed Salary	31200	A. Fixed Salary	374400
B. Performance Linked Pay	4500	B. Performance Linked Pay	54000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
Total CTC (A+B+C)	37500	Total CTC (A+B+C)	450000

Other Perks	Limit (p.a)	Coverage
Medical Insurance Coverage	300000	Employee, Spouse and 2 Children
Life Term Insurance	500000	
Accidental Insurance	500000	

Note: Performance linked pay will be released on proportional to your performance ratings.

TDS will be deducted according to the income tax norms

Yours truly,
For **CtrlS Datacenters Ltd.**

P Rajani Reddy
Authorized Signator



2nd August 2023

Welcome Letter

Dear Godisela Nikitha,

Welcome to Intellicrats Infosolutions Pvt. Ltd.!

Thank you for joining our team as Trainee CAD Engineer. We are excited to have you on board. We expect that you accomplish your goals and develop a great career with us. Best of luck for your role at Intellicrats Infosolutions Pvt. Ltd. and congratulations on becoming an integral part of the team.

Once again, welcome to the team and we look forward to helping you be the best version of YOU!

Best Wishes,



Srinivas
Manager Operations



APPOINTMENT LETTER

Ref: No IIPL/HR/APT/364

Date: 2nd August 2023

To,
Godisela Nikitha,
Godisela Srinivas,
H No 1-25/1/31, Flat No:403,
Vijetha Residency, Perkit,
Armoor, Telangana 503224.

Dear Godisela Nikitha,

With reference to your application and the subsequent interview you had with us we are pleased to inform you that you have been appointed as "Trainee CAD Engineer" at Intellicrats infosolutions Pvt. Ltd.

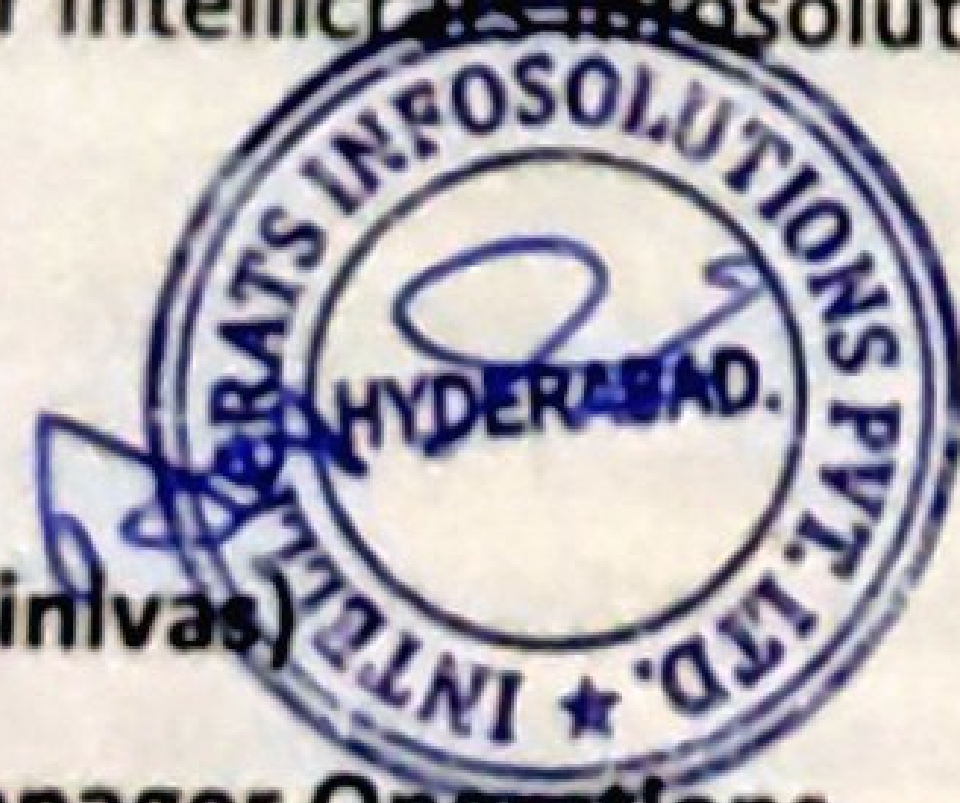
The summary of the Terms of your Employment with us is stated in detail in this document and the attached annexure(s).

The outlined terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

To acknowledge the acceptance of the offer, please sign on the copy of this document and the enclosed Non-Disclosure Agreement / Annexure(s).

We welcome you to Intellicrats Infosolutions Pvt. Ltd. and look forward to your valuable association.

For Intellicrats Infosolutions Pvt. Ltd.



(Srinivas)

Manager Operations

By signing below, I accept the terms and conditions stated in this letter and the enclosed Non-Disclosure Agreement / Annexure(s).

Signature

Name:



[URGENT] Action required for your application in Cognizant | Letter Of Intent

1 message

Cognizant via Superset <notifications@email.joinsuperset.com>
To: nikithakarnam08@gmail.com

Fri, 30 Sep 2022 at 4:28 pm



Letter of Intent (LOI)

Dear Karnam Nikitha,

Greetings from Cognizant!

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

As the next step in taking your candidature ahead, please click on the Go to Offer Page link and complete the process of accepting the Letter of Intent.

LOI Acceptance Deadline: Oct 07, 2022 06:00 PM IST

Thank you for interviewing with Cognizant. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

[Go to Offer Page](#) Or kindly follow the below steps to accept the offer:

1. **Log in** to your Superset account on app.joinsuperset.com
2. Go to **Job Profiles** tab
3. Filter on **Offered** jobs or search the job profile you received an offer in
4. Click on the **job profile name** to navigate to job profile details
5. Click on **Accept Offer**

Important:

- All communications from registration till Letter of Intent (LOI) will be sent to candidate's Superset registered mail address (which is used to login to Superset)
- Upon LOI acceptance, all the Offer to Onboarding communication from Cognizant will be sent only to your personal email ID given at the time of registration. Any changes to the email ID done post registration will not be considered

Kindly self-resolve most of your LOI queries using the [FAQs](#) in this link. If it's still unresolved, then raise a request by clicking "Raise a Query" button in the below link. Please use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Regards,

Human Resources - GenC





Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga
Reddy District, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

May 30, 2023

Ms. Pragna Kasarla
2-115, Appajipeta,
Nalgonda, 508001
India

Subject: Offer of Employment

Dear Pragna Kasarla:

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

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

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

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

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

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Gurugram and Bengaluru.

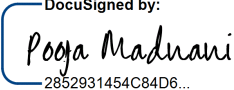
This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Pragna, 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,

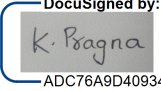
By: 
2852931454C84D6...
Signature

Authorized Signatory

Acceptance

I, **Pragna**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance


ADC76A9D409346C...
Signature

May 30, 2023
Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 07:54:45 -07:00

Annexure A**Ms. Pragna Kasarla****Analyst**

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	210,000
House Rent Allowance (HRA)	8,750	105,000
Special Allowance ^{1a & 1b}	11,867	142,404
Leave Travel Allowance ²	1,750	21,000
Differential Allowance	5,833	69,996
Meal Card ³	2,200	26,400
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	600,000
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

Annexure A

¹All 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**^{1a}Communication Expenses^{1b}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

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} 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.

² 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.

³ 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.

⁴ 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.



Pragna Kasarla

Hyderabad

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. Pre-existing Agreements or Arrangements. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial 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 **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer’s employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer’s prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For Deloitte Consulting India Private Limited

Pooja Madnani

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Pooja Madnani

Talent

Authorized Signatory

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

K. Pragna

ADC76A9D409346C...

Pragna Kasarla

Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 07:54:45 -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

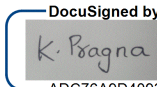
I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

X No, I do not have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

<u>Title</u>	<u>Date</u>	<u>Brief Description</u>
--------------	-------------	--------------------------

DocuSigned by:

 ADC76A9D409346C...

May 30, 2023

Signature


Date

Pragna Kasarla

Name (Print)

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:

 2852931454C84D6...

Pooja Madnani

Talent

Its: Authorized Signatory

May 30, 2023

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 07:54:45 -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

X

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.

DocuSigned by:

K. Pragna

ADC76A9D409346C...

Signature

Pragna Kasarla

Name

May 30, 2023

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

X No, I do not have
Post-Employment Restrictions
re: Clients

Name of Client

Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
2852931454C84D6...

Pooja Madnani

Talent

Its: Authorized Signatory May 30, 2023
Date

I have read and understood the above policy terms.

DocuSigned by:
K. Pragna
ADC76A9D409346C...

Signature _____ Name Pragna Kasarla Date May 30, 2023



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10

Sealed Time: 2023.05.30 07:54:45 -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. 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 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.

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.

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.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

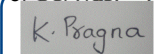
- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification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



ADC76A9D409346C...

Signature

Pragna Kasarla

Name



May 30, 2023

Ms. Pragna Kasarla
2-115, Appajipeta,
Nalgonda, 508001
India

Training Agreement

Dear Pragna:

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

2852931454C84D6...

By:

Signature

Authorized Signatory



D.E.C. INFRASTRUCTURE AND PROJECTS (INDIA) PRIVATE LIMITED



(FORMERLY KNOWN AS M/s. DAS ENGINEERING CO.)

CIN : U45209TG2008PTC060557

ENGINEERS ♦ CONTRACTORS

(Certified by ISO 9001:2015)

Date: 03rd -07-2023

Ref: D.E.C. Infrastructure/HO-HRD/Offer/295/2023

Ms. SUTHARI SRAVYA,
ADDRESS: 13-82/b SHANTHI NAGAR, SHANTHI NAGAR,
KHANAPUR, ADILABAD, ANDHRA PRADESH - 504203

Dear MS. Sravya,

Sub: Employment Offer Letter.

With reference to the interview and discussion, we are pleased to offer you an employment in the services of the Company as "GRADUATE ENGINEER TRAINEE - CIVIL" in our organization on the following primary conditions:

Your initial place of posting will be at our Head Office, Hyderabad; however, the Company reserves the right to transfer your employment based on Project requirements.

Your compensation on cost-to-company (CTC) basis is Rs 20,000/- (Rupees twenty thousand only) per month, subject to deduction of PT, ESI, EPF contributions of Employee and Employer, facilitation, any other statutory benefits including defined benefit, and any other provisions on the employment, as applicable. All Terms and conditions of this offer letter shall form part of appointment letter.

All other terms and conditions of your employment will be as per Company policy, and as applicable from time to time.

You will be on probation for **Three months** from the date of formal joining, and in case of unsatisfactory service or conduct during the period of probation; your services may be terminated without giving any notice. If you leave the Company on your own accord during the probation period for any reason, whatsoever, you may not be entitled to any salary for the probation period at the discretion of management. However, your notice period, in case of resignation, shall be one month from the date of formal resignation. You are requested to submit the joining documents as listed out in the attachment, based on which appointment letter will be issued.

We welcome you aboard, and the detailed appointment letter will be given to you at the time of joining the Company. We expect you to join us on or before 03rd July 2023, and any change to it will be subject to approval in writing from the undersigned.

Thanking you,

Very Truly Yours,

For D.E.C. Infrastructure & Projects Private Limited

Authorized Signatory



Sravya
Employment offer Accepted
(SUTHARI SRAVYA)



Certified Skill Development (CSD) Training Program Offer

27-Oct-2023

Candidate ID: 26969878

Pachimatla Akhil Rajesh Goud
B.E. Civil Engineering
Chaitanya Bharathi Institute of Technology, Hyderabad

Dear **Pachimatla Akhil Rajesh Goud**,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your acceptance to the Letter of Intent, we are pleased to offer you a Certified Skill Development (CSD) Training Program on premises with us **for a period of 3 to 6 months**. Your CSD Training Program onboarding will be scheduled as per our business requirements and shall be communicated to you in writing.

During this CSD Training Program period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the CSD Training Program curriculum. The stipend will be paid only subject to successful completion of milestones as defined in the curriculum, your performance and attendance prior to the monthly stipend processing window for a given month. Cognizant will not encourage any other claim with regard to compensation or other statutory payments or reimbursements and it is hereby clarified that participation in this CSD Training Program and/or during the course of completing this CSD Training Program you shall not be entitled for any benefits paid or made available to that of Cognizant employees.

Though this Cognizant CSD Training Program is a pre-requisite skill and capability development program, it does not guarantee employment with Cognizant and there is no employer – employee relationship during the course of this CSD Training Program. However, the successful completion of this CSD Training Program will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future. Also, you shall be provided with a Certificate of Completion upon you successfully completing this CSD Training Program which can be included within your resume.

You will be provided a learning curriculum as per the skill track assigned to you. The learning design would expect you to drive your learning through hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed CSD Training Program. In the event of unsatisfactory performance during the CSD Training or non-completion of the CSD Training, no Certificate of Skill Development shall be issued by Cognizant. Cognizant reserves rights at its sole discretion to revoke its Letter of Intent.

Section A: Terms and Conditions:

1. The CSD Training Program timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the CSD Training Program. The CSD Training Program would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

2. CSD Training Program associates are covered under Cognizant's calendar holidays of the respective location of where the Training Program is conducted, and you would need to adhere with minimum

attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and CSD Training Program would be terminated if leaves are availed without prior approvals.

3. You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your CSD Training Program would be terminated.

4. The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your CSD Training Program would be terminated.

5. After successful completion of your CSD Training Program, if there is a business demand which expects you to get skilled on a different skill set, you would be expected to get skilled in that required application, failing which your Letter of Intent will be revoked.

6. Stipend payment will be done for the prescribed CSD Training Program period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

7. There would be zero tolerance to plagiarisms and misconduct during the CSD Training Program. Adherence to Cognizant policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of this CSD Training Program without any notice. You would be required to complete Cognizant mandatory trainings such as Code of Conduct and AUP within the given timelines.

8. During the course of your CSD Training Program and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of this CSD Training Program.

9. Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the CSD Training Program period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

10. It is hereby clarified that participation in this CSD Training Program shall not constitute you to be an employee of Cognizant nor obligates Cognizant for any purpose whatsoever. The scope of this CSD Training Program does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this document.

11. Cognizant holds all rights to cancel this CSD Training Program Offer due to non-conformance of performance benchmark or moral code of conduct or in case of you failing to participate in the CSD Training Program within the given date/timeline or for such other any reasons upon providing written communication of the same to you. Upon such cancellation of this CSD Training Program Offer, your access and participation in the CSD Training Program shall stand terminated.

12. At the time of your reporting for the CSD Training Program, you will be required to sign a Non - Disclosure Agreement with the Cognizant. During the course of your CSD Training Program and after completion of the same, you are required to maintain strictest confidentiality with respect to Cognizant's proprietary or products that you access or come into contact with, during your project under this CSD Training Program, at all times as per our Policy. You shall not use Cognizant proprietary information or products for any purpose. Any breach of information security will be dealt as per Cognizant Policy.

13. This CSD Training Program Offer shall be **valid for 3 calendar days** from the date of this Offer, hence you are requested to accept or decline this CSD Training Program Offer **within 3 days** and are also requested to submit the mandatory documents **within 7 calendar days** from the day of accepting your CSD Training Program offer as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

14. For avoidance of doubt, it is herewith stated that the CSD Training Program shall stand cancelled on the below scenarios as well:

- a. In the event of you accepting this CSD Training Program Offer but not joining into the CSD Training Program on the specified date and at specified location of onboarding.
- b. In the event of you not accepting this CSD Training Program Offer or failing to communicate acceptance **within 3 calendar days** as stated above
- c. For such other operational, regulatory reasons including breach of terms herein.

Thereupon, your access shall also stand revoked, and Cognizant shall not be obligated to extend nor be liable for any claims due to termination of this CSD Training Program Offer.

On any of the above-mentioned scenarios (Refer to **Section A: Terms and Conditions**), if your CSD Training Program has been terminated then your Letter of Intent would also be revoked.

You hereby consent for Cognizant to collect, process the data submitted by you for background verification.

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

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

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

- 2 Passport sized Photographs preferably with a Grey / White background
- Personal individual bank account from a nationalized bank for processing stipend

In case of additional queries or concerns, you can raise a query at <https://campus2cognizant.cognizant.com/Pages/PreLogin>.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resources

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

Signature:

Date:



PRE-EMPLOYMENT SERVICE AGREEMENT

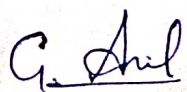
This agreement made on 11th August 2023 between M/s BSCPL Infrastructure Limited, a Company registered under the provision of the Companies Act 1956 and having its Registered Office at # 8-2-502/1/A, JIVI Towers, Road No. 7, Banjara Hills, Hyderabad - 500 034, Telangana State hereinafter called "the Company" through its authorized signatory which expression shall unless repugnant to the context or meaning thereof, and include its successors and assigns of the one part and

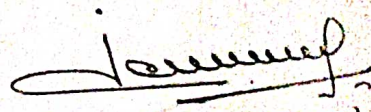
Mr.G Anil Yadav aged 22 Yrs. resident of LIG 79, 1-7-60, Housing Board, Gadwal, Mahabubnagar, Andhra Pradesh - 509125, hereinafter called "the Candidate" and subsequently called "the Employee", which expression shall unless repugnant to the context or meaning thereof and include, his heirs, executors, administrators, and assigns on the other part.

Whereas the Company selected the Graduate Civil Engineers from the college CBIT during July/August - 2023 through Technical and HR Interviews based on the criteria of the students as presented by the College and the students. After a due selection process based on the Company's internal assessment system and adopted criteria, the Company has communicated to the College vide e-mail dated 05th August, 2023 about the selection of the above-referred Candidate.

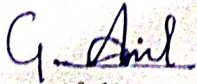
Whereas the said Candidate is required to enter into a mutually agreed Service Agreement and the parties hereto are desirous of recording the said terms & conditions.

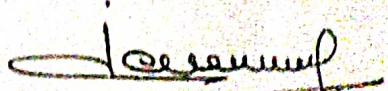
1. That the Company has selected the said Candidate as **Graduate Engineer Trainee** for the Company with a mission of developing civil engineers as future leaders, and which will be an opportunity for the Candidate to learn, take up functions assigned to him from time to time and a develop career with the Company.
2. That the Company has clear communication with the students in the select Colleges that those who are agreeing to work for the Company develop careers, and take up future leadership roles only must participate in the selection process.
3. That the said candidate voluntarily agreed to receive training and to continue to work with the Company for Thirty-Six months (36) from the date of joining as the candidate wishes to enter into this agreement towards that purpose. And the said candidate understands and agrees that the relationship created by this agreement is mutual and win-win in nature and therefore, he owes to the Company an obligation to use his best efforts at all times.
4. That the said candidate shall, during the tenure of his service be entitled to the notified Salary (as mentioned in the appointment letter). If the candidate is transferred from one project to another project, the company will pay travel expenses as per company policy.


(Signature of the Candidate)


(Signature of the Employer)

5. That the said candidate shall in the discharge of his duties conform to and comply with all the rules and regulations and directions of the Company and the statutory guidelines from time to time, and shall not do or cause to be done anything against the interest of the Company.
6. That the said candidate shall, during the said terms, employ himself efficiently and diligently and to the best of his ability and shall devote his whole time and attention to the assignment generally the PROJECT SITE WORK, carry out duties and work as assigned to him and shall obey and comply with all lawful order and directions given to him by the assigned PROJECT MANAGER / PROJECT LEADER or Officers superior to him, and shall honestly, diligently and faithfully serve the Company and use his utmost endeavor to promote the interest of the Company and make use of the opportunity for maximum learning.
7. That the said candidate shall not during the period of this agreement work directly or indirectly in any trade or business either as employer or partner or advisor or in any other capacity.
8. That the said candidate shall be just and faithful to the Company in all matters and shall not at any time except under legal process, divulge to any person whatsoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or any information concerning management decision of the Company or of its dealings, transactions, or affairs which may come to his knowledge.
9. That, this agreement shall be determined upon the death of the said candidate and in that event, his legal heirs, executors, and administrators shall be entitled to a proportionate part of his salary and other legal dues computed till the date of his death and the candidate's heirs, executors, and administrators, shall not be liable to pay any liquidated damages.
10. That, if at any time during his employment, the said candidate is found guilty of misconduct or any willful breach or continuous negligence of the terms of this agreement or dereliction of the duties and / or instructions given to him from time to time by the Company, the Company may without prejudice to any other action as may be called for without any notice or payment in lieu of any notice, put an end to and determine the employment and said candidate with the Company, without prejudice to the above. The candidate shall be deemed to have brought about such a situation by his misconduct compelling the Company to put an end to his services and the candidate shall therefore, continue to be liable for all losses / damages to the Company, and the determining such situation will be based on the continuous comprehensive evaluation.
11. Understanding: The candidate has clearly understood the Company's plan, and intention to recruit him and he has expressed an explicit commitment towards the same. And any breach of the conditions from his side will affect the company for the effort the company has put in vitally viz :
 - Organization development plans as laid down by the company;
 - Cost of training being incurred;
 - Loss of alternate resource selection;


(Signature of the Candidate)


(Signature of the Employee)



12. That the said candidate shall not leave the service of the Company ordinarily until the completion of the three years with a view of the cost, cause, and effect that the Company is investing in the candidate. If he leaves services in breach of this agreement, the following conditions shall be attracted.

(a) **Liquidated Damages/Minimum Liability:** The said candidate agrees to pay to the company an amount of Rs.10,000/- per month for every service month completed towards liquidated damages for premature termination of the agreement at the instance of the candidate, during the first three years.

The said amount has been mutually agreed by and between the parties considering the circumstances of the case and also all the facts including the fact that the loss will be suffered by the company on this account (mainly for training expenses including the cost of infrastructure).

(b) During the training period of the first year, there will be a continuous comprehensive evaluation of the ability to understand the work assigned, attitude towards work etc. which will be the determining factors for arriving at the performance rating. Poor Performance rating shall mean demonstrating a continuous inability of grasping technical guidance, team skills etc. and in such cases, the Company reserves the right to take a decision on the candidate on his extending the training period or terminating the employment with the Company with or without notice and in which case there is no notice period compensation payable by the Company but the minimum liability clause will be applicable to the candidate as mentioned in clause (12 a) above.

(c) That in the event of any dispute or difference arising between parties hereto either during the subsistence of this agreement or afterward relating to this agreement, the same shall be referred to the Arbitration of the Company whose decision shall be final and binding on the parties. The provisions, of the Indian Arbitration Act, 1940, or any statutory modification or re-enactment thereof for the time being in force shall be applicable in HYDERABAD courts alone will have exclusive jurisdiction in all the matters connected with this agreement.

13. Upon joining the Company, this agreement forms an integral part of the appointment letter.

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month, and year first above written.

Witness Candidate Side:

Name: G. Akash yadav
Location: Godwal, 509-125
Date: 21-08-2023

G. Anil
(Signature of the Candidate)

Guarantor Candidate Side:

Name: G. Anjali yadav
Location: Godwal, 509-125
Date: 21-08-2023

[Signature]
(Signature of the Employer)



BSCPL/HO-HR/REC/2023/1205

11th August 2023

Mr. G Anil Yadav

S/o Sri. Srinu

LIG 79, 1-7-60, Housing Board, Gadwal, Mahabubnagar, Andhra Pradesh - 509125

E-mail id: anilyadav5086@gmail.com

Mobile No: 7893617452/8919853767

Sub: Appointment as Graduate Engineer Trainee

In continuation to our official e-mail dated 05th August 2023 to your College communicating about the selection of your candidature as Graduate Engineer Trainee, we have pleasure in making this appointment on the following T&C and as well mentioned in the attached Pre-Employment Agreement:

1. Annual CTC: Rs. 4,00,000/- (Annexure - Attached)

Under the new "GET special program - 2023" at BSCPL, you will be eligible for a Project Performance Allowance (PPA) i.e. a token of appreciation in addition to CTC. For a consistent performance of A+ and above, you will be rewarded with a delightful allowance of Rs. 1 lakh on successful completion of 3rd year, and Rs. 2 lakhs at the end of 5th year.

2. Benefits: You will be eligible for the following additional benefits free of cost when posted at the project site:

- Bachelor sharing accommodation (with a separate bed, bedroll and storage for belongings)
- Breakfast, Lunch and Supper (specially cooked and served on a standard menu)
- Provident Fund
- Group Health Insurance

3. Induction & Initial Training: You will undergo an induction program and on-the-job training (OJT) at our project camp in the month of October 2023 for about 30 days (location & address will be communicated to you through WhatsApp & e-mail).

4. Location of Posting: On completion of the induction program and OJT, your location of posting at our required projects like Maharashtra, Uttar Pradesh, Telangana, Andhra Pradesh etc. will be communicated.

5. Deputation or Transfer: As a part of the training program, you are likely to be deputed or transferred, to any office/project site that now exists or may be acquired later within India at any time.

6. Training Period: Your training period as GET will be for twelve months from the date of joining. The training period may be extended, if you have not attended training on all days or not fulfilled the Training Program objectives.

Page 1 of 2

BSCPL Infrastructure Ltd. CIN : U45203TG1998PLC029154

2-502/1/A, JIVI Towers, Road No.7, Banjara Hills, Hyderabad - 500 034.

Tel : +91 40 23307704, 23307831, Fax : +91 40 23307385,

Email : info@bscpl.net web : www.bscpl.net

BSCPL

On successful completion of training period (as GET) of twelve months or an extended training period, your performance will be evaluated and you will be considered for the position of Junior Engineer at L3 in the hierarchy.

GET Service Agreement: You will be required to execute a mutual win-win service agreement, undertaking to serve the company for a minimum period of 3 years from the date of your joining.

Verification of academic documents: The appointment is further subject to verification of the particulars given by you on the application form. In case any particulars mentioned by you are found false or incorrect, your training period shall be terminated without any notice. This letter is valid for you to continue on the training subject to obtaining B.Tech provisional certificate within a reasonable period of time.

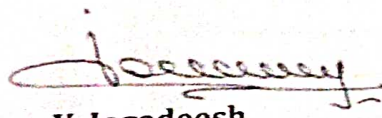
7. Alternate Dispute Resolutions: Any dispute or difference or claim arising out of this training shall be resolved among themselves through mutual negotiations. The relevant clauses in the trainee service agreement will form part of this appointment.

Please signify your acceptance of this letter through email to the undersigned as a token of agreement to the terms and conditions thereof, within a week time from the date of this appointment. In case, we do not receive any communication from you by that date, it is presumed that you are not interested in joining. Thereafter, this appointment shall be cancelled automatically.

Also, please scan and send the signed copy of the pre-employment agreement for our records.

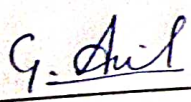
We heartily welcome you to BSCPL family for constructing career dreams, brick by brick. Looking forward to having you on board!

Sincerely
for BSCPL Infrastructure Limited


V. Jagadeesh
Vice President - IA & HR



Acceptance:
I have read all the terms and conditions thereof and hereby accept my selection as "Graduate Engineer Trainee".


Signature of the Candidate

Place: Goddual
Date: 21-08-2023

Annexure

Name of the Employee

G Anil Yadav

Designation

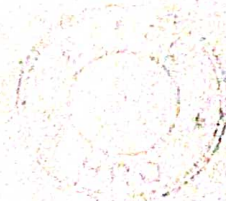
Graduate Engineer Trainee

CTC Per Month(Rs.)			
Salary Component		First 6 Months	From 7th Month (on performance of A+ and above)
Salary	Basic + DA	11250	12500
	HRA	4500	5000
	Conveyance	1600	1600
	Other Allowance	5150	5900
A	Monthly Gross	22500	25000
Statutory Benefits	P.F.	1463	1625
	E.S.I.	-	-
	Gratuity	541	601
	EWS	100	100
	GHI/Medical	400	400
B	Statutory Benefits	2504	2726
	Sub Total (A+B)	25004	27726
C	PPA - On successful completion of one year (on performance of A+ and above)	5607	5607
	CTC Per Month (A+B+C)	30611	33333
CTC Per Annum		367329	400000
Deductions	P.F.	1350	1500
	E.S.I.	-	-
	EWS	100	100
	Professional Tax	200	200
D	Deductions	1650	1800
	Take Home(A-D)	20850	23200

Note : - TDS as applicable.

G. Anil
(Signature of the Candidate)

[Signature]
(Signature of the Employer)



Date: 09-Nov-2022

Name: modem dinesh

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear modem dinesh,

Welcome to MINDTREE (hereinafter referred as the "Company"). Congratulations on being selected as a GRADUATE ENGINEER TRAINEE. This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (refer annexure 1) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25,000 pm.**
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You will also be issued a detailed Letter of Appointment as GRADUATE ENGINEER TRAINEE subject to you meeting the eligibility criteria as mentioned in Annexure-1. Your appointment is in accordance with the Apprentices Act, 1961.
4. Documents - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer Annexure-2).
5. Background Verification - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.
6. If the above terms and conditions are acceptable, kindly acknowledge this GRADUATE ENGINEER TRAINEE Offer Letter by digitally signing this offer within 7 days from the date of receipt of this mail and offer document.

If you do not digitally sign the offer letter within the above-mentioned period, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with MINDTREE will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Training Program assessments
- Unauthorized absence during the Training Program
- Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

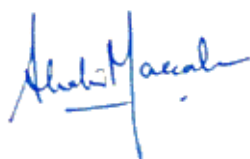
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,
For MINDTREE Ltd.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.


modern dinesh (Nov 14, 2022 09:38 GMT+5.5)

Nov 14, 2022

ANNEXURE-1

Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on date of Offer	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: * SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. * Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. * For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. * For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA * For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered * Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) Conversion from CGPA into Percentage must be calculated as per your respective University norms
Re-attempts/ATKTs/Backlogs/Arrears: (Diploma, Graduation, Post-Graduation)	* No active/live backlogs allowed at the time of the interview process * All backlogs (if any) must be cleared <u>with the final semester exams</u> . All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) * Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. * This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. * Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full-Time courses Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization



Mindtree

A Larsen & Toubro Group Company

Eligibility for Maternity Leave:


As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery



Self-Declaration:

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that this recruitment process is completely free of cost.
3. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
4. I am flexible to work at any MINDTREE Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/work shift assigned to me based on the business requirement

Candidate Signature:


[modem dinesh \(Nov 14, 2022 09:38 GMT+5.5\)](#)

Name: modem dinesh

Institute Name: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No: 7793977798

Date of interview process: 18-Sep-2022

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

- A. Duly acknowledged copy of the GRADUATE ENGINEER TRAINEE Offer Letter.
- B. Non-Disclosure Agreement.
- C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

- 1. Proof of age.
- 2. SSC/HSC or equivalent examination mark sheets.
- 3. Diploma / Degree mark sheets for all the Semesters/Years.
- 4. Passport first & last page.
- 5. Four-wheeler Driving License.
- 6. Pan card.
- 7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

**ANNEXURE-3****Name : modem dinesh****Salary Grade : C1****Date: 09-Nov-2022**

Components	INR p.a.	INR p.m.
Basic	180,000.00	15,000.00
Bouquet of Benefits*	161,040.00	13,420.00
Statutory Bonus	21,000.00	1,750.00
A. Base Salary (p.a.)	362,040.00	30,170.00
Annual Incentive (p.a.)	0.00	
B. Total Variable (p.a.)	0.00	
C. TTC (p.a.)	362,040.00	
Provident Fund (PF)	21,600.00	1,800.00
Gratuity	8,664.00	722.00
Medicclaim Premium	7,704.00	
D. Retirals & Other Benefits	37,968.00	
Cost to Company (CTC) C + D	400,008.00	



Medical Insurance Premium:

The Group Mediciclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age). Coverage limits are as per company policy

You would also be eligible to be covered under the Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.



4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.



Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."



In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.



12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

Agreed and Accepted

Signature : 
modem dinesh (Nov 14, 2022 09:38 GMT+5.5)

Name : modem dinesh

Date : Nov 14, 2022



Mindtree – LTI Amalgamation

Dear modem dinesh

We deeply value your decision to consider joining Mindtree and look forward to collaborating with you on building a fast-paced, progressive career for you.

Thanks to our cutting-edge digital transformation work for a growing roster of customers, we have been reporting industry-leading growth for the past several quarters despite an environment of rapid business and technology shifts. Our success speaks to the strength of our business model and the relevance of our strategic direction as an enabler of superior competitive advantage, customer experiences, and business outcomes for some of the world's most pioneering enterprises. We are now ready to take a significant leap forward in further accelerating our industry-acclaimed growth journey with an eye on the future.

In May this year, Mindtree and LTI — both Larsen & Toubro Group companies — announced a merger that will see Mindtree and LTI join strengths to create an efficient and scaled-up IT services provider called **LTIMindtree** and exceeding \$3.5 billion. Mindtree and LTI have delivered market-leading financial performance and created tremendous value for shareholders. Given that recent industry shifts such as the prominence of large deals and preference for end-to-end offerings benefit at-scale players, the two companies have decided that the time is appropriate to combine the strengths of both organizations to serve customers better.

- Significant scale benefits are anticipated through Mindtree and LTI's complementary strengths, resulting in a more robust portfolio of offerings across verticals. Enhanced customer engagement and delivery model through the industrialization of delivery and streamlined value-enabling processes to improve large-deal capabilities. These opportunities will help build stronger partnerships with ecosystem players and, most notably, a more distinctive value proposition for you, including opportunities to take on exciting, new projects and reach greater heights in your career with LTIMindtree.

The transaction is awaiting shareholder and regulatory approvals, and the formal integration will begin after that. Until then, Mindtree and LTI will continue to operate as independent companies.

Thank you once again for considering the offer to join Mindtree. We are excited about the synergies this merger between Mindtree and LTI will help unlock for all our stakeholders. When you join, you will be a part of a dynamic workforce driven by a culture of innovation and growth. We are counting on you to provide further impetus to our industry-leading growth story.

We cannot wait to welcome you onboard.

Best Regards,

Talent Acquisition Team

Mindtree

Getting businesses +
to the **future, faster.**






Mindtree Offer Letter

Final Audit Report

2022-11-14

Created:	2022-11-09
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA-xtYR3Hpy4Qh53z_6T1I5JcCA2YVCwUr

"Mindtree Offer Letter" History

-  Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
2022-11-09 - 12:27:03 PM GMT- IP address: 20.44.36.221
-  Waiting for Signature by dineshmodem5132@gmail.com
2022-11-09 - 12:27:07 PM GMT
-  Signer dineshmodem5132@gmail.com entered name at signing as modem dinesh
2022-11-14 - 4:08:31 AM GMT- IP address: 27.59.182.98
-  Document e-signed by modem dinesh (dineshmodem5132@gmail.com)
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Signature Date: 2022-11-14 - 4:08:33 AM GMT - Time Source: server- IP address: 27.59.182.98
-  Agreement completed.
2022-11-14 - 4:08:33 AM GMT

PRE-EMPLOYMENT SERVICE AGREEMENT

This agreement made on 11th August 2023 between **M/s BSCPL Infrastructure Limited**, a Company registered under the provision of the Companies Act 1956 and having its Registered Office at # **8-2-502/1/A, JIVI Towers, Road No. 7, Banjara Hills, Hyderabad - 500 034, Telangana State** hereinafter called "**the Company**" through its authorized signatory which expression shall unless repugnant to the context or meaning thereof, and include its successors and assigns of the one part and

Mr. Annapuri Meghanath aged 23 Yrs. resident of 4-74, Ramnagar, Thipparthi Mandal, Kesharaju pally, Nalgonda, Telangana - 508001, hereinafter called "**the Candidate**" and subsequently called "**the Employee**", which expression shall unless repugnant to the context or meaning thereof and include, his heirs, executors, administrators, and assigns on the other part.


Whereas the Company selected the Graduate Civil Engineers from the college **CBIT** during July/August - 2023 through Technical and HR Interviews based on the criteria of the students as presented by the College and the students. After a due selection process based on the Company's internal assessment system and adopted criteria, the Company has communicated to the College vide e-mail dated 05th August, 2023 about the selection of the above-referred Candidate.

Whereas the said Candidate is required to enter into a mutually agreed Service Agreement and the parties hereto are desirous of recording the said terms & conditions.

1. That the Company has selected the said Candidate as **Graduate Engineer Trainee** for the Company with a mission of developing civil engineers as future leaders, and which will be an opportunity for the Candidate to learn, take up functions assigned to him from time to time and a develop career with the Company.
2. That the Company has clear communication with the students in the select Colleges that those who are agreeing to work for the Company develop careers, and take up future leadership roles only must participate in the selection process.
3. That the said candidate voluntarily agreed to receive training and to continue to work with the Company for Thirty-Six months (36) from the date of joining as the candidate wishes to enter into this agreement towards that purpose. And the said candidate understands and agrees that the relationship created by this agreement is mutual and win-win in nature and therefore, he owes to the Company an obligation to use his best efforts at all times.
4. That the said candidate shall, during the tenure of his service be entitled to the notified Salary (as mentioned in the appointment letter). If the candidate is transferred from one project to another project, the company will pay travel expenses as per company policy.

(Signature of the Candidate)

Page 1 of 3



(Signature of the Employer)

BSCPL Infrastructure Ltd. CIN : U45203TG1998PLC029154

8-2-502/1/A, JIVI Towers, Road No.7, Banjara Hills, Hyderabad - 500 034.

Tel : +91 40 23307704, 23307831, Fax : +91 40 23307385,

Email : info@bscpl.net web : www.bscpl.net



5. That the said candidate shall in the discharge of his duties conform to and comply with all the rules and regulations and directions of the Company and the statutory guidelines from time to time, and shall not do or cause to be done anything against the interest of the Company.
6. That the said candidate shall, during the said terms, employ himself efficiently and diligently and to the best of his ability and shall devote his whole time and attention to the assignment generally the PROJECT SITE WORK, carry out duties and work as assigned to him and shall obey and comply with all lawful order and directions given to him by the assigned PROJECT MANAGER / PROJECT LEADER or Officers superior to him, and shall honestly, diligently and faithfully serve the Company and use his utmost endeavor to promote the interest of the Company and make use of the opportunity for maximum learning.
7. That the said candidate shall not during the period of this agreement work directly or indirectly in any trade or business either as employer or partner or advisor or in any other capacity.
8. That the said candidate shall be just and faithful to the Company in all matters and shall not at any time except under legal process, divulge to any person whosoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or any information concerning management decision of the Company or of its dealings, transactions, or affairs which may come to his knowledge.
9. That, this agreement shall be determined upon the death of the said candidate and in that event, his legal heirs, executors, and administrators shall be entitled to a proportionate part of his salary and other legal dues computed till the date of his death and the candidate's heirs, executors, and administrators, shall not be liable to pay any liquidated damages.
10. That, if at any time during his employment, the said candidate is found guilty of misconduct or any willful breach or continuous negligence of the terms of this agreement or dereliction of the duties and / or instructions given to him from time to time by the Company, the Company may without prejudice to any other action as may be called for without any notice or payment in lieu of any notice, put an end to and determine the employment and said candidate with the Company, without prejudice to the above. The candidate shall be deemed to have brought about such a situation by his misconduct compelling the Company to put an end to his services and the candidate shall therefore, continue to be liable for all losses / damages to the Company, and the determining such situation will be based on the continuous comprehensive evaluation.
11. Understanding: The candidate has clearly understood the Company's plan, and intention to recruit him and he has expressed an explicit commitment towards the same. And any breach of the conditions from his side will affect the company for the effort the company has put in vitally viz :
 - Organization development plans as laid down by the company;
 - Cost of training being incurred;
 - Loss of alternate resource selection;

(Signature of the Candidate)

(Signature of the Employer)



12. That the said candidate shall not leave the service of the Company ordinarily until the completion of the three years with a view of the cost, cause, and effect that the Company is investing in the candidate. If he leaves services in breach of this agreement, the following conditions shall be attracted.

(a) **Liquidated Damages/Minimum Liability:** The said candidate agrees to pay to the company an amount of Rs.10,000/- per month for every service month completed towards liquidated damages for premature termination of the agreement at the instance of the candidate, during the first three years.

The said amount has been mutually agreed by and between the parties considering the circumstances of the case and also all the facts including the fact that the loss will be suffered by the company on this account (mainly for training expenses including the cost of infrastructure).

(b) During the training period of the first year, there will be a continuous comprehensive evaluation of the ability to understand the work assigned, attitude towards work etc. which will be the determining factors for arriving at the performance rating. Poor Performance rating shall mean demonstrating a continuous inability of grasping technical guidance, team skills etc. and in such cases, the Company reserves the right to take a decision on the candidate on his extending the training period or terminating the employment with the Company with or without notice and in which case there is no notice period compensation payable by the Company but the minimum liability clause will be applicable to the candidate as mentioned in clause (12 a) above.

(c) That in the event of any dispute or difference arising between parties hereto either during the subsistence of this agreement or afterward relating to this agreement, the same shall be referred to the Arbitration of the Company whose decision shall be final and binding on the parties. The provisions, of the Indian Arbitration Act, 1940, or any statutory modification or re-enactment thereof for the time being in force shall be applicable in HYDERABAD courts alone will have exclusive jurisdiction in all the matters connected with this agreement.

13. Upon joining the Company, this agreement forms an integral part of the appointment letter.

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month, and year first about written.

Witness Candidate Side:

Name:

Location:

Date:

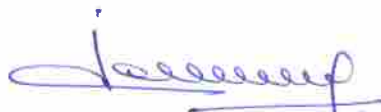
Guarantor Candidate Side:

Name:

Location:

Date:

(Signature of the Candidate)


(Signature of the Employer)



BSCPL/HO-HR/REC/2023/1242
11th August 2023

Mr. Annapuri Meghanath

S/o Sri. Srinivas

4-74, Ramnagar, Thipparthi Mandal, Kesharaju pally, Nalgonda, Telangana - 508001

E-mail id: annapurimeghanath9@gmail.com

Mobile No: 9390679453

Sub: Appointment as Graduate Engineer Trainee

In continuation to our official e-mail dated 05th August 2023 to your College communicating about the selection of your candidature as **Graduate Engineer Trainee**, we have pleasure in making this appointment on the following T&C and as well mentioned in the attached Pre-Employment Agreement:

1. Annual CTC: Rs. 3,00,044/- (Annexure – Attached)

Under the new “**GET special program – 2023**” at BSCPL, you will be eligible for a Project Performance Allowance (PPA) i.e. a token of appreciation in addition to CTC. For a consistent performance of A+ and above, you will be rewarded with a delightful allowance of Rs. 1 lakh on successful completion of 3rd year, and Rs. 2 lakhs at the end of 5th year.

2. Benefits: You will be eligible for the following additional benefits free of cost when posted at the project site:

- Bachelor sharing accommodation (with a separate bed, bedroll and storage for belongings)
- Breakfast, Lunch and Supper (specially cooked and served on a standard menu)
- Provident Fund
- Group Health Insurance

3. Induction & Initial Training: You will undergo an induction program and on-the-job training (OJT) at our project camp in the month of October 2023 for about 30 days (location & address will be communicated to you through WhatsApp & e-mail).

4. Location of Posting: On completion of the induction program and OJT, your location of posting at our required projects like Maharashtra, Uttar Pradesh, Telangana, Andhra Pradesh etc. will be communicated.

5. Deputation or Transfer: As a part of the training program, you are likely to be deputed or transferred, to any office/project site that now exists or may be acquired later within India at any time.

6. Training Period: Your training period as GET will be for twelve months from the date of joining. The training period may be extended, if you have not attended training on all days or not fulfilled the Training Program objectives.



On successful completion of training period (as GET) of twelve months or an extended training period, your performance will be evaluated and you will be considered for the position of Junior Engineer at L3 in the hierarchy.

GET Service Agreement: You will be required to execute a mutual win-win service agreement, undertaking to serve the company for a minimum period of 3 years from the date of your joining.

Verification of academic documents: The appointment is further subject to verification of the particulars given by you on the application form. In case any particulars mentioned by you are found false or incorrect, your training period shall be terminated without any notice. This letter is valid for you to continue on the training subject to obtaining B.Tech provisional certificate within a reasonable period of time.

7. Alternate Dispute Resolutions: Any dispute or difference or claim arising out of this training shall be resolved among themselves through mutual negotiations. The relevant clauses in the trainee service agreement will form part of this appointment.

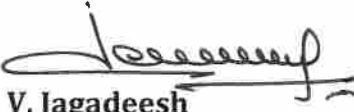
Please signify your acceptance of this letter through email to the undersigned as a token of agreement to the terms and conditions thereof, within a week time from the date of this appointment. In case, we do not receive any communication from you by that date, it is presumed that you are not interested in joining. Thereafter, this appointment shall be cancelled automatically.

Also, please scan and send the signed copy of the pre-employment agreement for our records.

We heartily welcome you to BSCPL family for constructing career dreams, brick by brick. **Looking forward to having you on board!**

Sincerely

for BSCPL Infrastructure Limited


V. Jagadeesh
Vice President - IA & HR



Acceptance:

I have read all the terms and conditions thereof and hereby accept my selection as "Graduate Engineer Trainee".

Signature of the Candidate

Place:

Date:

Annexure

Name of the Employee

Annapuri Meghanath

Designation

Graduate Engineer Trainee

CTC Per Month(Rs.)			
Salary Component		First 6 Months	From 7th Month (on performance of A+ and above)
Salary	Basic	10000	11250
	HRA	4000	4500
	Conveyance	1600	1600
	Other Allowance	4400	5150
A	Monthly Gross	20000	22500
Statutory Benefits	P.F.	1300	1463
	E.S.I.	650	-
	Gratuity	481	541
	EWS	100	100
	GHI/Medical	150	400
B	Statutory Benefits	2681	2504
CTC Per Month (A+B)		22681	25004
CTC Per Annum		272172	300044
Deductions	P.F.	1200	1350
	E.S.I.	150	-
	EWS	100	100
	Professional Tax	200	200
C	Deductions	1650	1650
Take Home (A-C)		18350	20850

Note : - TDS as applicable.

(Signature of the Candidate)

(Signature of the Employer)





Offer: Computer Consultancy

Ref: TCSL/CT20224030083/Ahmedabad

Date: 21/12/2022

Mr. Nikhil Patha
5-86/2 Street No -1 , Vasavi Nagar,
Near Ramachandra Rice Mill Road,
Luxettipet-504215,
Telangana.
Tel# -

Dear Nikhil Patha,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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TCSL/CT20224030083

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India

Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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



4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR **4,300/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR **3,100/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR **400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR **70,000/-** payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR **6,000/-** per insured person per annum and basic hospitalization expenses up to INR **2,00,000/-** per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

- i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India

Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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



2. Pre requisites for Joining

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

3. Probation Period

You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Back Ground Check turns out negative.

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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



9. Confidentiality Agreement

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

10. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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



13. TATA Code of Conduct

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

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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



18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of probation/service without notice.

19. Submission of Documents

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

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

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



The original documents will be returned to you after verification.

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

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

20. TCS Xperience Program

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.



23. Compliance to all clauses

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

24. Data Privacy Clause:

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

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

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

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

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

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



Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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



GROSS SALARY SHEET

Annexure 1

Name	Nikhil Patha
Designation	Systems Engineer
Institute Name	Chaitanya Bharati Institute Of Technology, Hyderabad

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis.

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

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

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264



Annexure 2

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



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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



Placements HEAD <placements@cbit.ac.in>

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

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

Mon, Oct 17, 2022 at 6:38 PM

To: "nlreddypo@gmail.com" <nlreddypo@gmail.com>, Placements HEAD <placements@cbit.ac.in>

Cc: Pramod M V <Pramod.MV@mindtree.com>, "Yohitha S (IN90662)" <Yohitha.S2@mindtree.com>

Dear Prof. NLN Reddy,

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

[Quoted text hidden]

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



Mindtree Selected List_CBIT.xlsx

21K

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	jaicn8684@gmail.com	CHEMICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
8	Anitha Islavath	anithaeducation5@gmail.com	CHEMICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
9	Shalineem Mallick	shalineemallick1@gmail.com	CHEMICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
10	Srija Chavali	chsrjia07@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 Tanyeem	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	samreensulthanam2002@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 Raoufuddin	raoufuddin13@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
25	Jeevan Nath Lankadasari	jeevan0604@gmail.com	COMPUTER SCIENCE AND ENGINEERING	Chaitanya Bharathi Institute of Technology
26	Shindesanthosh	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
36	Krishna Sree Vellikanti	krishnavellikanti89@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
37	Sandhya B	sandhyabhoompag@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
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	prapulkadamalla@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
42	Angel Sheeba Kaparthi	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
45	Naga Venkatasai Vishwanath	vishwanathnaga@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
46	Chelle Sabhyata	chellesabhyata@gmail.com	ELECTRICAL & ELECTRONICS ENGINEERING	Chaitanya Bharathi Institute of Technology
47	Thalari Hareesh	thalarihareesh2000@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	shivatejapunna28@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
61	Pratham M	prathamibunny.19@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
62	Sai Kalyan A	kannansaikalyan2001@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
63	Vusirikayala Venkata Manohara Teja	manoharateja@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
64	Sathvika Nagelli	sathvikanagelli7@gmail.com	ELECTRONICS & COMMUNICATION ENGINEERING	Chaitanya Bharathi Institute of Technology
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	gyanajiaravindreddy@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 Dharm 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	kanjarlahul783@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
98	Sai Kiran Rachakonda	saikiranrachakonda24@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
99	Cherukupally Udaykiran Reddy	udaykiranreddy1408@gmail.com	MECHANICAL ENGINEERING	Chaitanya Bharathi Institute of Technology
100	Varshith Kalva	varshith.kalva25@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
107	Alekhyia 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
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

ELEATION's On-Campus Placement Process : Results of Pre-placement online test and Further process : Chaitanya Bharathi Institute of Technology

1 message

ELEATION <hr@elevation.com>
 To: placements@cbit.ac.in
 Cc: Apoorv Bapat <apoorvbapat@elevation.com>

Wed, Nov 30, 2022 at 1:50 PM

Dear Dr. NLN Reddy and Students,

Greetings from ELEATION...!!!

Thanks for showing interest in ELEATION's On-Campus Placement process.

I would like to inform you:

- ✓ We have conducted Pre-placement online test on : 29-11-2022
- ✓ In Pre-placement online test, Total Number of Students registered : 61
- ✓ In Pre-placement online test, Total Number of students gave the test : 43
- ✓ In Pre-placement online test, Total number of students selected for free training on ANSYS and HyperWorks Software : 3

Please find the below table containing the details of 3 students selected for free training on ANSYS and HyperWorks software:

Sr. No.	Name	Year	Branch	Semester	Score	ANSYS Status	HyperWorks Status
1	m.venkatesh	4th Year	Civil	7th Semester	100	Selected for Free Training Program	Selected for Free Training Program
2	Nagaram Sai Charan	4th Year	Civil	7th Semester	78	Selected for Free Training Program	Selected for Free Training Program
3	saivinay boga	4th Year	Civil	7th Semester	78	Selected for Free Training Program	Selected for Free Training Program

Job title : CAE Project Engineer**Company Name : ELEATION****CTC : 4.2 Lakhs per annum****Please read all the points (instructions) carefully :**

1. **All 61 Students are allowed to attend the Final placement process on 05th February 2023.**
2. To attend the Final Placement process, you need to solve all the models using ANSYS and HyperWorks software, create the solution report and send the solution report in PDF format on or before 15th January 2023.
3. Please use [Google Drive link](#) to download the models and problem statement which you need to solve to attend the final placement process.
4. Please use the below links to download the setup and license of :
 - a. [ANSYS Software Download link](#)
 - b. [HyperWorks Software Download link](#)
5. Students selected for free training program will have access to free course content till 10th February 2023, on 11th February 2023, we will remove the free access of the ANSYS and HyperWorks Course content.
6. All other students, those who are not selected for free training program, can learn ANSYS and HyperWorks software, from YouTube, any other institute, from there faculties or from anyone, solve the above models and submit the solution report to attend the final placement process.
7. **ELEATION will conduct the Final Placement process :**
 - a. **Round 1 : Online Technical test : on 5th February 2023**
 - b. **Round 2 : Tool test : on 6th February 2023**
 - c. **Round 3 : Technical interview : 7th February 2023.**

Offer of Employment

Date: 30 Nov, 2023

**Arukala Sai Kamal,
Hyderabad,
Telangana.**

Sub: Letter of Offer of Employment – Trainee Software Engineer

Dear **Kamal**,

We are pleased to offer you the position of **Trainee Software Engineer** with Tag-N-Trac India Pvt Ltd., (a subsidiary of Tag-N-Trac Inc, the “Company”), effective **04 December, 2023**. Should you choose to join us, we strongly believe you will bring your best skills and experience to the team.

The employment with the Company is subject to a probation period of 2 (Two) months. During this period, the Company will monitor the performance and conduct. At the end of the probation period, the Company will review the performance and conduct, and if found to be satisfactory, the employment will be confirmed in writing.

As a member of Tag N Trac India, you agree to devote your full business time, attention and best efforts to the performance of your duties and to the furtherance of the Company's interests. In return, we are committed to providing you with every opportunity to learn & grow to the highest level of your ability and potential.

The following points outline the terms and conditions we propose.

Designation: You will start full time position as a **Trainee Software Engineer** during probation at our office in Hyderabad. In this capacity, you will perform duties and responsibilities that are reasonable and consistent with such position as may be assigned to you from time to time.

TAG-N-TRAC INDIA PVT LTD

CIN:U72900TG2022FTC159495

Compensation & Employee Benefits:

- 1) CTC: **8 Lacs INR per annum** subject to withholdings and deductions as required by Indian Laws.
- 2) As a regular employee of the Company you will be eligible to participate in Company-sponsored benefits including a Health insurance plan. Details of the insurance benefits will be communicated separately. However, this will be with effect after the probation period is complete.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment. In case you fail to report on the above given joining date, unless otherwise agreed in written, the offer shall stand automatically withdrawn.

This arrangement may be terminated by either party upon notice in writing to either party with notice that complies with the company's employment standards. We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.



TAG-N-TRAC

Leave Policy

As part of Company's leave policy, you will have a total of 18 Casual Leaves accrued at 1.5 days of leave per month. Apart from this, there will be 10 National Holidays as per Indian Holiday list.

On or before the day of your joining, you are required to submit:

- 1) Relevant copies of Academic & work experience certificates.
- 2) PAN Card & Aadhar card
- 3) Relieving letter & TDS certificate from last employer, last drawn salary slip.
- 4) Digital Photo.
- 5) 2 References from your current/previous organizations.

Registered Office: Villa 29, Jains Four Seasons, Kokapet, Hyderabad,
Telangana - 500075, India.

Tel: +91 9052044480

www.tagntrac.com

contact-india@tagntrac.com

TAG-N-TRAC INDIA PVT LTD

CIN:U72900TG2022FTC159495

Salary Structure

Below is an indicative breakup of Salary structure. Please note this is only an indicative structure. The actuals will be shared on your appointment letter.

SALARY DETAILS	Per Month	Per Annum
Basic	30,000	360,000
HRA	13,500	162,000
Conveyance Allowance	1,600	19,200
Spl. Allowance	19,767	237,200
Gross Salary(a)	64,867	7,78,400
Employer PF	1800	21,600
Total CTC	66,667	8,00,000
Less Deductions		
PF Contribution	1800	
Professional Tax	200	
Income Tax	As per Slab	

Sincerely,



Priya Soma,
Director - Operations
Tag-N-Trac India Pvt. Ltd.

With the signature below, I accept
this offer of employment


01/12/2023

(Arukala Sai Kamal)
Signature with Date

Registered Office: Villa 29, Jains Four Seasons, Kokapet, Hyderabad,
Telangana - 500075, India.

Tel: +91 9052044480

www.tagntrac.com

contact-india@tagntrac.com

Ref : CO-HR/RCT/1167/2023 – 2024

Date : 18/0 8/2023

Mr. Vinukonda Sai Vamsi
S/o Sri Vinukonda Nageswara Rao
8-36/1, Kapula Bazar, Dhammapeta,
Khammam, Telangana - 507 306.

Dear Sir,


Appointment Order for the Position of Graduate Engineer Trainee

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee** in our organization. You are advised to report on **04/09/2023** for Orientation Programme. The place of posting would be decided on completion of the training program subject to the following terms & conditions.

1) PROBATION PERIOD:

You will be on Probation for a period of **12 months** from the date of your joining. This period of probation will be liable to such extension, as Management may deem fit and at its sole discretion and unless an order in writing confirming you are given, you will not be deemed to have been made permanent.

2) DUTIES AND RESPONSIBILITIES:

- a) You will have the responsibility for an efficient, satisfactory and economical discharge of the duties entrusted to you from time to time.
- b) During this period of employment, you shall not secure any other employment, engage in any profession, or trade or pursue any course of study or work part time without the management's prior consent in writing.
- c) You will behave and conduct yourself in an orderly manner and shall not remain absent from the place of work without the prior consent in writing.
- d) You are required to join the Orientation Program at **NCC Limited, Corporate Office, Survey No 64, Near Durgam Cheruvu, Madhapur, Hyderabad – 500 081. Phone No 040 2326 8888.** The company reserves the right to transfer you to any of its sites / subsidiaries / associates / offices / factories at any place existing at present or which may be established in future. 

- e) You will be reporting to the **Project Incharge** or any other person nominated by him in this regard for the performance of your duties.

3) **SECRECY:**

You will not at any time during your employment or thereafter divulge any information, plans, know-how, etc. Regarding the business or affairs of the company or those of the company's clients and associates to any person, firm or company except with prior consent of the company in writing.


4) **REMUNERATION:**

During the probation period you will be paid the following salary per month in grade 4.

Basic Salary	-----	13200.00
House Rent Allowance	-----	8800.00
TOTAL	Rs.	22000.00

- a) Sanction of increments and promotion to the next grade will depend on satisfactory discharge of your duties.
- b) On confirmation of your service, you will be entitled to LTA, Leave facilities, etc. as per company rules.

5) **RESIGNATION / TERMINATION OF SERVICES:**

- a) Notwithstanding to any of the clauses herein, the Management reserves the right to terminate your services without any notice and without liability for any compensation during the probationary period.
- b) In case you choose to leave the employment during the probation you shall give notice or payment of salary in lieu thereof at least one month prior to relief. After completion of the probationary period satisfactorily, the appointment is terminable on one month notice or payment of salary in lieu thereof on either side. 


NCC Limited

CIN: L72200TG1990PLC011146

NCC House, Madhapur, Hyderabad 500 081 T +91 40 2326 8888 F +91 40 2312 5555 ncclimited.com

6) VERIFICATION REPORT:

This appointment is issued on the information furnished by you to us in your application, bio-data form and otherwise, and will be null & void if a material error (in the company's opinion) is discovered therein at any time.

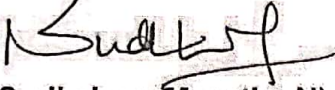
During your services you will be governed by the rules and regulations framed by the company from time to time.


Your appointment will be given effect from the date of your joining duty.

We are sending this Letter of appointment to you in duplicate. Please sign the duplicate copy of this letter of appointment in token of your acceptance and return the same to us immediately for our records. This offer of appointment shall cease to be valid if your acceptance is not received in this office within SIX days of receipt of this letter.

Thanking You,

Yours faithfully,
For NCC Limited


(Sudhakara Moorthy N)
Sr.Vice President (HR)


Received and Accepted

(signature)

Name : Mr.Vinukonda Sai Vamsi
 Designation: Graduate Engineer Trainee

Sl.No.	Particulars	%	Amount
1.	<u>GROSS SALARY</u>		
	Basic	60% on Gross	13200.00
	House Rent Allowance	40% on Gross	8800.00
	TOTAL GROSS SALARY		22000.00
2.	<u>ADD : OTHER BENEFITS</u>		
	Provident Fund	12% on Basic	1584.00
	Leave Travel Allowance	8.33% on Basic	1100.00
	Bonus / Exgratia	20%/15% on Basic	1980.00
	TOTAL OF OTHER BENEFITS		4664.00
3.	CTC PER MONTH (1+2)		26664.00
	SALARY / YEAR; CTC		319968.00

DP



Cem ITD Cementation India Limited

Commitment, Reliability & Quality

Mr. Venkat Saketh Appaji

C/o Chaitanya Bharathi Institute of Technology, Hyderabad

Date: **12th September, 2023**

Sub: Offer of Graduate Engineer Trainee - Civil - Div 1

With reference to your application and subsequent discussion you had with us, we are pleased to offer you training and engage you as **GET** to be posted at our different contract site locations from time to time. During the period of your One Year training you will be paid remuneration as discussed, agreed and confirmed at the time of the interview subject to the following:

- You have cleared all your examination & equivalent certificate as declared by your Institution/University. (In the event of you failing in any of the subjects you shall be disqualified to join and this offer shall stand Null & Void)
- After joining the organization, in the event of you being unable to clear the final semester then your engagement stands terminated with immediate effect.
- You being medically examined and found fit.

As discussed with you, you are initially requested to report to **Mr.Dibyendu Choudhuri** at our **CMRCL** on or before **25th Sept, 2023** at the under mentioned address and subsequently you shall be posted at different site location. You have to join duty at your own expenses. In case failed to join by due date then the offer stands withdrawn.

ITD Cementation India Limited

ITD Cementation India Limited RMS. Tower NO.2, Mahalaxmi Street, T. Nagar, Chennai Pin code:600017.

Contact Person: **Mr.Subrata Ganguly-7596088840**

A detailed training letter having engaged you as Graduate Engineer Trainee will be issued to you on your joining. This letter is being issued to you in duplicate. You are required to sign a copy towards your acceptance and acknowledgement of the same.

Thanking you,

Yours faithfully,

For **ITD Cementation India Limited**

Received & accepted

VR Gopakumar

Senior Vice President – Human Resources

Signature

- Encl.: 1) Compensation Particulars
2) Apprenticeship Contract - To be submitted in triplicate.

ITD Cementation India Limited

Registered & Corporate Office : 9th Floor, Prima Bay,
Tower - B, Gate No. 5, Saki Vihar Road, Powai, Mumbai - 400 072
Tel.: 91-22-66931600 Fax : 91-22-66931628 www.itdcem.co.in
Corporate Identity Number : L61000MH1978PLC020435



11/20/2023HR-TAQ/RIL/OL/23-24/Nov-53
Date: 20/11/2023



Mr. Domala Venkata Vignan,
H.NO: 7-86/10-A, vidya nagar lane, Government Hospital
Near Ravipadu road,kandula Puram, Prakasam,
Andhrapradesh,523333
Mobile: +91-6281719390
Email: domalavenkatavignan447@gmail.com

Ramky Infrastructure Ltd.
Ramky Grandiose, 15th Floor
Sy.No. 136/2 & 4, Gachibowli
Hyderabad - 500 032
T: +91 40 2301 5000
F: +91 40 2301 5100
E: info@ramky.com
www.ramkyinfrastructure.com
CIN: L74210TG1994PLC017356

Dear Mr. Domala Venkata Vignan

Subject: Offer of Appointment as "Graduate Engineer Trainee"

You may please refer to the discussions you had with us, we are pleased to offer you the position of "Graduate Engineer Trainee (GET) –Projects". Your present place of posting will be at "Ramky One Symphony,Hyderabad". You are requested to join on or before **04-Dec-23**.

Remuneration & Other Benefits

- You will be paid CTC of Rs. **240000** /- (Rupees Two Lakh Fourty Thousand Only) per annum.
- The Company may periodically, modify any remuneration, benefit, facility or perquisite that has been extended to you.
- You will be entitled to leave and other benefits as per the policies framed by the Company from time to time, as applicable.
- Your services will be governed by the prevalent rules and regulations of the Company and any future amendments.

A formal appointment letter will be issued to you upon joining.

Please return the copy of this letter, duly signed as token of your accepting the offer.

We are sure you will be a worthy stakeholder in our Company's growth. We wish you a challenging and rewarding career.

Yours truly,

For RAMKY INFRASTRUCTURE LIMITED

RAJGOPAL BANKUPALLI
HEAD-HUMAN RESOURCES

Candidate's Acceptance

I accept the above offer and terms of employment.

Signature of Candidate
Name of Candidate
Date:



Letter of Intent (LOI)

Superset ID: 3380391

Date: September 30, 2022

Dear Vijay Kumar Voddepally,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





PRIVATE AND CONFIDENTIAL

January 16, 2023

Atufa Tanyeem

H.no 5-7-311, barkathpura colony, opposite veterinary hospital, miryalaguda road,
Nalgonda Nalgonda, Telangana 508001
India

Dear Atufa Tanyeem,

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

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

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

Regards,

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

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

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

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

Telangana 500075. Tel: +91 40 7136 9000



January 16, 2023

Atufa Tanyeem
H.no 5-7-311, barkathpura colony, opposite veterinary hospital, miryalaguda road,
NalgondaNalgonda, Telangana 508001
India

Dear Atufa,

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

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

1. Place of Work:

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

2. Compensation and Allowances:

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

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

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

3. Medical:

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

4. Annual Leave:

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

5. Termination:

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

6. Non-Disclosure:

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

7. Non-Compete:

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

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

8. Termination Payments:

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

9. Governing Laws:

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

10. Retirement:

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

11. Safety:

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

12. Code of Conduct:

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

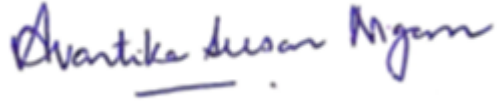
13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

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

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

Regards,



Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

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

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

Telangana 500075. Tel: +91 40 7136 9000



PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Atufa Tanyeem

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

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

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

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

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

Telangana 500075. Tel: +91 40 7136 9000

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 05/16/2023

Eshrath Anjum

C11947817

6-2-414/5/B,Uday Nagar,Godavarikhani,Ramagundam

9390717426

Dear **Eshrath Anjum**,

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

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

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

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

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

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

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

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

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

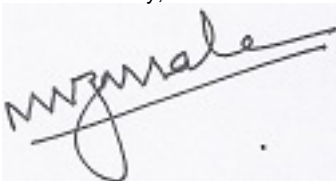
After accepting this Offer, we encourage you visit Countdown to the Company-

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

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

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

Yours sincerely,



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

ACKNOWLEDGED AND AGREED

Eshrath Anjum

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000/-
(B) Individual Performance Bonus (IPB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,800/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 460700/-

(E)##Additional Discretionary Reimbursements	
One-time WFH Assistance reimbursement	INR 18,000/-
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Individual Performance Bonus (IPB)

You will be eligible to participate in the FY23 (September 2022 to August 2023) Individual Performance Bonus (IPB) Programme. Your

indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C)Joining Bonus:

You would receive a discretionary joining bonus of INR **25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the first month's salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the full amount of joining bonus amount shall become payable by you and shall be repaid on termination of your employment/separation from the Company. You agree that any dues payable by you on termination/separation from the Company as aforesaid shall be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you agree to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Note: For International Worker Only*

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

Benefits applicable for current Company financial year:

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

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to 2 times of your annual fixed compensation with minimum cover of INR 7,50,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse/partner and 4 dependent children up to INR 5,00,000 per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to INR 20,00,000 and siblings up to INR 10,00,000 under a separate Insurance plan. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 children) up to INR 30,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse/partner and 4 dependent children
- 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to

company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion. Currently, the discretionary WFH benefits as mentioned in Annexure 1 (E) are available for our people until August 31, 2023 as per the company guidelines, provided such employees have joined/onboarded with Accenture before August 31st 2023.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of INR 2500.00/-, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi.
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates regarding your relocation assistance, 30 days before Date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type- Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

GST Clause:

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

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

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Certification Completion Document (as mentioned in the eligibility criteria)
9. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____ **Eshrath Anjum**

Date:

Disclaimer

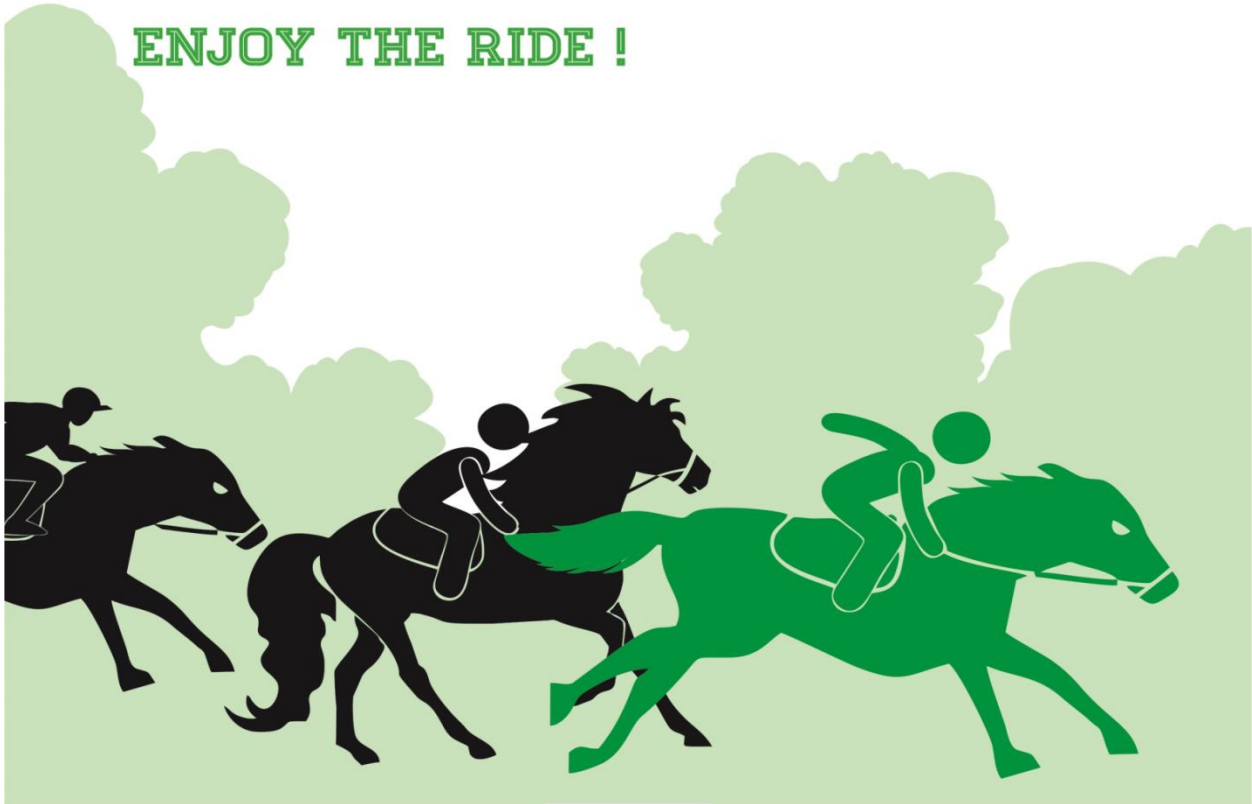
"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

RACE AHEAD IN LIFE

Getting ahead in life may mean many different things to different people. At CtrlS for us, it's about dreaming big and making it big. It's about being successful while having fun. It's something that's derived from constant practice, learning, and growth.

Welcome to CtrlS !

ENJOY THE RIDE !



29 Oct 2022

To,

**Kommidi Rishitha,
Hyderabad.**

OFFER LETTER

Dear **Kommidi Rishitha** ,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of “Associate Engineer” at “CtrlS Datacenters Ltd.”

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. During the training period, you will receive Rs. 10,000 (Ten Thousand rupees only) as stipend per month. Upon completion of your training period, your consolidated salary is **Rs.450000/- p.a.**, (Four Lakh Fifty Thousand Rupees Only) and other emoluments will be as per **Appx 'A'**.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

5. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for Six months.
6. Your appointment and the employment will be subject to your being and remaining **medically fit**. It is necessary for you to get medically examined, as and when required by the company.
7. Your employment is substantially based on the information provided by you. If, it is found that the information provided by you are incorrect or that some information is suppressed, then your employment is liable for summary termination.
8. The contract of employment can be terminated by either Party, without cause, by giving to the other Party 3 months' notice, in writing, of its intention to do so. The Company may, at its sole discretion, waive the whole or part of the notice period. In the event the employee is on probation, and his/her employment has not been confirmed, the contract of employment can be terminated by either Party by giving to the other Party a notice of 1 month, in writing, of its intention to do so or by tendering a sum equivalent to 1 month salary, in lieu thereof.
9. Your employment at the company could be terminated for cause, upon immediate written notice to you, if there is any kind of:
 - (a) Illegal activity - relating to work or not - harming the reputation of the company.
 - (b) Indecent behavior with colleagues, customers or suppliers.
 - (c) Personal bankruptcy / insolvency.
 - (d) Refusal to do any lawful work assigned by the company.
 - (e) Absenteeism.
 - (f) Willful neglect of work.
 - (g) Repeated insubordination or violation of employment rules.
 - (h) Undisclosed conflict of interest.
 - (i) Financial irregularity with respect to expenses incurred or reimbursed by the Company.
 - (j) Corporate espionage
10. You hereby covenant, undertake and agree that during the term of your employment and for a period of 1 year following the termination of the employment, thereafter, you shall not on your own or together with any Person, directly or indirectly:
 - (i) Solicit or take away from the Company or attempt to solicit or take away, the business of any customers or any potential customer with whom you have dealt during the employment with the Company, any other related parties or clients of the Company who have been customers or clients of the Company.
 - (ii) Solicit or entice away or attempt to solicit or entice away any person who at any time during such period shall have been a director, officer, employee or associate of the Company. Be directly or indirectly interested, concerned, or engaged as principal or partner or director, agent or employee, assistant, consultant, advisor or contractor in any other capacity in any business whether for profit or otherwise relating to Internet Data Center Solutions, Internet Services or such fields which is in direct competition with the business of the Company or any business contemplated by the Company, in any geographical area within India.

11. On ceasing to be in the employment of this company for any reason, you will promptly settle all accounts including the return of all Company properties, tools, equipment, documents, etc., without making or retaining any copies.
12. Your growth in this company depends, among other factors, primarily upon contribution, dedication, sincerity and initiative.
13. You are requested to submit the documents as intimated by the “HRD Department”, at the time of joining.
14. You will receive your job profile in due course of time.
15. Please acknowledge and confirm your acceptance of the terms and conditions mentioned in this letter.

We welcome you, and look forward to many years of mutually rewarding and beneficial association. Hope that you work with much more enthusiasm and dedication in your future to come out with stupendous performance

Yours truly,
For **CtrlS Datacenters Ltd.**

P Rajani Reddy
Authorized Signatory

APPX 'A': DETAILS OF SALARY & OTHER ALLOWANCES

The details of the offer given to you are as given below:

- | | | |
|----------------|---|-------------------------|
| 1. Name | : | Kommidi Rishitha |
| 2. Designation | : | Associate Engineer |
| 3. Grade | : | L0 |
| 4. Location | : | Hyderabad |

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	13200	Basic	158400
HRA	8250	HRA	99000
LTA	0	LTA	0
Special Allowance	9750	Special Allowance	117000
A. Fixed Salary	31200	A. Fixed Salary	374400
B. Performance Linked Pay	4500	B. Performance Linked Pay	54000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
Total CTC (A+B+C)	37500	Total CTC (A+B+C)	450000

Other Perks	Limit (p.a)	Coverage
Medical Insurance Coverage	300000	Employee, Spouse and 2 Children
Life Term Insurance	500000	
Accidental Insurance	500000	

Note: Performance linked pay will be released on proportional to your performance ratings.

TDS will be deducted according to the income tax norms

Yours truly,
For **CtrlS Datacenters Ltd.**

P Rajani Reddy
Authorized Signator

S.No.	Name of the Student (As per Aadhar Card)	E-mail ID	Mobile No.	Branch	Engg. Entrance Exam (EAMCET/ECET)	Rank
1	Kotte Mahitha	mahithakotte90@gmail.com	9390589029	Civil-1	EAMCET	18431
2	Sathwika Voodari	sathwikavoodari16@gmail.com	7013265227	Civil-2	ECET	18
3	Nakkala Uttam Sai	uttamnakkala2002@gmail.com	8686009171	Civil-2	EAMCET	6764
4	G Jaivanth Kumar	jaikumar.g96@gmail.com	9618258094	Civil-2	EAMCET	7257
5	Kommidirishitha	Kommidirishitha@gmail.com	9603651601	Civil-2	EAMCET	10054
6	Kolagani Jerusha Grace	ugs19004_cse.jerusha@cbit.org.in	8977269548	CSE-1	EAMCET	4045
7	Gadipeddapur Preethi	gadipeddapurpreethi@gmail.com	9398574018	CSE-1	EAMCET	11934
8	Manideep Udumula	udumulamanideep158@gmail.com	9553601482	CSE-2	ECET	563
9	Katuri Yashwanth	katuriyashwanth79890@gmail.com	8688386228	CSE-3	EAMCET	1568
10	Kummari Poojitha	poojitha1011kummari@gmail.com	9030887763	ECE-1	ECET	286
11	Gurram Booshan Raj	booshanraj5519@gmail.com	9666805519	ECE-1	EAMCET	2359
12	Pasham Mounika	mounikapasham09@gmail.com	9391118503	ECE-1	EAMCET	4372
13	Danda Akash Reddy	akashredd2000@gmail.com	7075528196	ECE-2	EAMCET	2837
14	Srikar Thodupunoori	srikarthodupunuri072002@gmail.com	8639251838	ECE-2	EAMCET	3002
15	Tarun Kasula	ugs19112_ece.tarun@cbit.org.in	8897536706	ECE-2	EAMCET	3843
16	Karthik Dade	Karthikdade17@gmail.com	9542013120	ECE-3	ECET	177
17	Billa Bhanu	bhanubilla9912@gmail.com	6300559803	ECE-3	ECET	236
18	Poddaturi Shailika	shailika.shaili@gmail.com	7032148877	ECE-3	EAMCET	2901
19	Gummadavally Sathvika	sathvika1068@gmail.com	8712722112	ECE-3	EAMCET	3525
20	Choksha Anumolu	anumoluchoksha@gmail.com	9542791107	ECE-3	EAMCET	4781
21	Kadamalla Prapul	prapuladamalla@gmail.com	9390778156	EEE-1	EAMCET	19000
22	Javvaji Thanu Sri	thanusrijavvaji@gmail.com	7997641542	EEE-2	ECET	44
23	Lanka Akshaya	ugs19305_eee.lanka@cbit.org.in	7893082401	EEE-2	ECET	68
24	Chakka Lahari	c.lahari001@gmail.com	8688410719	EEE-2	EAMCET	3043
25	Sambaraju Jashwanth	jashwanthsambaraj@gmail.com	7674993949	EEE-2	EAMCET	5347
26	Sharath Deepika	psdeepika08@gmail.com	7386992411	EEE-2	EAMCET	16000
27	Ande Naresh	andenares01@gmail.com	9133486142	IT-2	EAMCET	4531
28	Arjula Nitish Chander Reddy	Nitish.arjula2665@gmail.com	8688363818	IT-2	EAMCET	11000
29	Talari Harika	harika.talari08@gmail.com	7995519722	IT-3	ECET	560
30	Vijay Chaitanya Reddy Gunturu	vijaychaitanaya.51@gmail.com	9515591579	IT-3	EAMCET	6179
32	Kasam Nikhil	nikhilreddykasam333@gmail.com	9542462680	Mech-1	ECET	64
31	G Vamshidhar Goud	ugs19302_prod.vamshidhar@cbit.org.in	9398945051	Prod	ECET	491



28/11/2022

Dear **K Sai Keertana**,

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

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

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

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

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

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

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

AcmeGrade Pvt. Ltd.

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



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

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

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

Working Hours: 8 Hours / day
Monthly Target: ₹2,00,000/-

Job Type: Full Time Internship
Location: Bangalore.

Acceptance of the Candidate:

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

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

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



Annexure-1

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



RINEX TECHNOLOGIES PRIVATE LIMITED

Mangalore-575008, Dakshina Kannada

Human Resource Department

Date: **05.04.2023**

INTERNSHIP CONFIRMATION LETTER

Subject: Regarding the Internship at Rinex Technologies Pvt Ltd

Dear **G.Sowmya**,

Welcome to Rinex Technologies Private Limited. The purpose of this letter is to confirm your appointment to the position of Inside Sales Specialist Intern in Rinex. The effective date of your hire is **April 10, 2023**.

The performance pay for the internship period is up to Rs. 15000/- considering the working days as Inside Sales Strategist Interns.

Here are the terms of the Internship while working with Rinex:

- The duration of the internship will be for 4 months from the date of joining. You will have to complete 2 months of mandatory internship period to be eligible for the Internship Certificate.
- Interns will not be entitled to any other benefits from the company during this tenure.
- Intern performance will be evaluated on a regular basis.
- During the internship, you are required to abide by the Rinex Code of Conduct and Rinex Internship Policy prescribed by the Company to all Interns.

Yours Sincerely,

Heera K

Human Resource Department

On Behalf of Rinex

Position Code : 46001314

02/12/2023

Mr. Puli Dhanush
H.No: 7-62/1, Ghanpur,
Warangal,
Andhra Pradesh - 506143.
Mobile #: 7702148033
Email ID: dhanush.puli2002@gmail.com
Dear Mr. Puli Dhanush

Sub: Appointment as Apprentice Graduate Engineer Trainee (GET BOAT) – Cons Mgt

With reference to your application and subsequent interview you had with us, we have pleasure in selecting you as Graduate Engineer Trainee – Construction Management - (GET BOAT) at *TPT NHAI AP, Julekal Village to Kurnool Town Pkg II - 1340, Andhra Pradesh* on the following terms and conditions:

1. You will be required to join on 04/12/2023 and please note that you will not be eligible for reimbursement of any expenses that you incur for reporting. Please note that request for extension in joining time will not be entertained.
2. Your period of apprenticeship training will be for 12 months from the date of joining at the above location.
 - 2.1. You will be enrolled under Board of Apprenticeship Training Scheme (BOAT). At the end of the training program, you will be issued a Certificate of Proficiency by the Government of India.
 - 2.2. The training period may be extended, if you have not attended training on all days or not fulfilled the Apprenticeship Training Program objectives.
 - 2.3. On successful completion of apprenticeship training period of twelve months or extended training period, your performance will be evaluated to reward meritorious performance and extra-ordinary contribution. Accordingly, you will be considered for appointment in the appropriate grade as per company pay grades based on vacancies existing in the company at that time.
3. During the course of your apprenticeship training, the company will pay you the stipend of ₹ 18650 /- (Rupees Eighteen Thousand Six Hundred Fifty Only) per month.
 - 3.1. You will be eligible for the following additional benefits when posted at projects sites:

#	Benefits
1	Covered under Medical Insurance as per company Policy
2	Free Bachelor accommodation
3	Free Food facility at site canteen
4	Covered under The Employees Compensation Act, 1923 under Social Security Code

Pd



- 3.2. Apprenticeship trainee is not an employee and such the provisions of any law with respect to employee shall not apply to or in relation to such apprentice including other project based allowance.
4. **Trainee Service Agreement:** You will be required to execute a service agreement, undertaking to serve the company for a minimum period of two years from the date of your joining. You must keep us informed of your contact address whenever there is any change for updating this service agreement.
5. **Exclusivity:** During the period of apprenticeship training program, you shall not engage yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.
6. **Confidentiality:** You shall not disclose the terms and conditions of this agreement and treat the following as strictly confidential: (i) your stipend and additional benefits, (ii) any information of the project site where you are posted or any other project site, financial position, future plans, customers of which you may be aware and particularly the construction plan, drawings, quotations and specifications.
7. **Code of Ethics & Conduct:** You shall abide by the company corporate governance policies, safety preamble/procedures and any amendments thereof may applicable from time to time. Also attached Code of Ethics & Conduct to be signed and submitted at the time of joining which forms part of this appointment.
8. **Deputation or Transfer:** As a part of Apprenticeship training program, you are likely to be deputed or transferred, to any office/project site that now exists or may be acquired later within India at any time.
9. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company and that of place of posting as notified and in force from time to time.
10. **Pre-Employment Medical Checkup:** As per company policy, upon accepting this Trainee Apprenticeship Program, you have to undergo pre-employment medical Check-up at the company authorized hospital at your own cost as per the attachments along with this letter. This appointment is subject to your being found medically fit in the pre-employment medical Check-up.
11. **Verification of document:** The appointment is further subject to verification of the particulars given by you on application form / apprentice contract registration form. In case any particulars mentioned by you in the application for appointment are found false or incorrect, your training period shall be terminated without any notice.
12. **Tax Deduction at Source:** Income Tax liability, if any, will be borne by you.
13. **Termination:** The company shall have the right to terminate this agreement forthwith without any notice in the event of moral turpitude. The termination clause in trainee service agreement forms the part of this appointment.
14. **Alternate Dispute Resolution:** Any dispute or difference or claim arising out of this trainee apprenticeship shall be resolved among themselves through mutual negotiations. The



Puli Dhanush

relevant clauses (including jurisdiction of courts) of trainee service agreement will form part of this appointment.

Please confirm your acceptance thru email to the undersigned as a token of agreement to the terms and conditions thereof, within 10 days from the date of this appointment. In case, we do not receive any communication from you by that date, it is presumed that you are not interested in trainee apprenticeship program. Thereafter, this appointment shall be cancelled automatically.

With best wishes,

For Megha Engineering & Infrastructures Ltd.



02/12/2023

D Venkata Ramana Rao

Vice President-HR



Acceptance

I have read all the terms and conditions thereof and hereby accept my selection as Graduate Engineer Trainee under Trainee Apprentice Program of BOAT.

Place:

Date:

Signature of the Candidate



28/11/2022

Dear **Ambati Harsha Vardhan Vyas,**

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

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

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

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

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

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

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

AcmeGrade Pvt. Ltd.

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



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

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

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

Working Hours: 8 Hours / day
Monthly Target: ₹2,00,000/-

Job Type: Full Time Internship
Location: Bangalore.

Acceptance of the Candidate:

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

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

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



Annexure-1

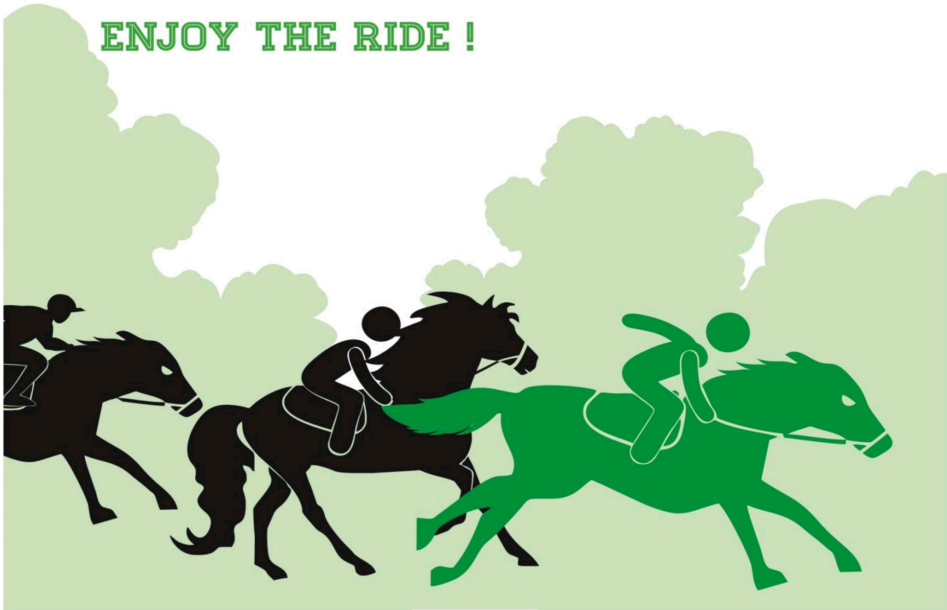
Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination• 12th standard or equivalent examination• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Color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

RACE AHEAD IN LIFE

Getting ahead in life may mean many different things to different people.
At CtrlS for us, it's about dreaming big and making it big.
It's about being successful while having fun.
It's something that's derived from constant practice, learning, and growth.

Welcome to CtrlS !

ENJOY THE RIDE !



29 Oct 2022

To,

**G Jaivanth Kumar,
Hyderabad.**

OFFER LETTER

Dear **G Jaivanth Kumar,**

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of “Associate Engineer” at “CtrlS Datacenters Ltd.”

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. During the training period, you will receive Rs. 10,000 (Ten Thousand rupees only) as stipend per month. Upon completion of your training period, your consolidated salary is **Rs.500000/- p.a.**, (Five Lakh Rupees Only) and other emoluments will be as per **Appx 'A'**.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

5. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for **Six** months.
6. Your appointment and the employment will be subject to your being and remaining **medically fit**. It is necessary for you to get medically examined, as and when required by the company.
7. Your employment is substantially based on the information provided by you. If, it is found that the information provided by you are incorrect or that some information is suppressed, then your employment is liable for summary termination.
8. The contract of employment can be terminated by either Party, without cause, by giving to the other Party 3 months' notice, in writing, of its intention to do so. The Company may, at its sole discretion, waive the whole or part of the notice period. In the event the employee is on probation, and his/her employment has not been confirmed, the contract of employment can be terminated by either Party by giving to the other Party a notice of 1 month, in writing, of its intention to do so or by tendering a sum equivalent to 1 month salary, in lieu thereof.
9. Your employment at the company could be terminated for cause, upon immediate written notice to you, if there is any kind of:
 - (a) Illegal activity - relating to work or not - harming the reputation of the company.
 - (b) Indecent behavior with colleagues, customers or suppliers.
 - (c) Personal bankruptcy / insolvency.
 - (d) Refusal to do any lawful work assigned by the company.
 - (e) Absenteeism.
 - (f) Willful neglect of work.
 - (g) Repeated insubordination or violation of employment rules.
 - (h) Undisclosed conflict of interest.
 - (i) Financial irregularity with respect to expenses incurred or reimbursed by the Company.
 - (j) Corporate espionage
10. You hereby covenant, undertake and agree that during the term of your employment and for a period of 1 year following the termination of the employment, thereafter, you shall not on your own or together with any Person, directly or indirectly:
 - (i) Solicit or take away from the Company or attempt to solicit or take away, the business of any customers or any potential customer with whom you have dealt during the employment with the Company, any other related parties or clients of the Company who have been customers or clients of the Company.
 - (ii) Solicit or entice away or attempt to solicit or entice away any person who at any time during such period shall have been a director, officer, employee or associate of the Company. Be directly or indirectly interested, concerned, or engaged as principal or partner or director, agent or employee, assistant, consultant, advisor or contractor in any other capacity in any business whether for profit or otherwise relating to Internet Data Center Solutions, Internet Services or such fields which is in direct competition with the business of the Company or any business contemplated by the Company, in any geographical area within India.

11. On ceasing to be in the employment of this company for any reason, you will promptly settle all accounts including the return of all Company properties, tools, equipment, documents, etc., without making or retaining any copies.
12. Your growth in this company depends, among other factors, primarily upon contribution, dedication, sincerity and initiative.
13. You are requested to submit the documents as intimated by the “HRD Department”, at the time of joining.
14. You will receive your job profile in due course of time.
15. Please acknowledge and confirm your acceptance of the terms and conditions mentioned in this letter.

We welcome you, and look forward to many years of mutually rewarding and beneficial association. Hope that you work with much more enthusiasm and dedication in your future to come out with stupendous performance

Yours truly,
For **CtrlS Datacenters Ltd.**

P Rajani Reddy
Authorized Signatory

PRE-EMPLOYMENT SERVICE AGREEMENT

This agreement made on 11th August 2023 between **M/s BSCPL Infrastructure Limited**, a Company registered under the provision of the Companies Act 1956 and having its Registered Office at # **8-2-502/1/A, JIVI Towers, Road No. 7, Banjara Hills, Hyderabad - 500 034, Telangana State** hereinafter called "**the Company**" through its authorized signatory which expression shall unless repugnant to the context or meaning thereof, and include its successors and assigns of the one part and

Mr.Bathini Jayadeep aged 22 Yrs. resident of H. No - 1-47, Konerupalli, Choppadandi, Karimnagar, Telangana -, hereinafter called "**the Candidate**" and subsequently called "**the Employee**", which expression shall unless repugnant to the context or meaning thereof and include, his heirs, executors, administrators, and assigns on the other part.

Whereas the Company selected the Graduate Civil Engineers from the college **CBIT** during July/August - 2023 through Technical and HR Interviews based on the criteria of the students as presented by the College and the students. After a due selection process based on the Company's internal assessment system and adopted criteria, the Company has communicated to the College vide e-mail dated 05th August, 2023 about the selection of the above-referred Candidate.

Whereas the said Candidate is required to enter into a mutually agreed Service Agreement and the parties hereto are desirous of recording the said terms & conditions.

1. That the Company has selected the said Candidate as **Graduate Engineer Trainee** for the Company with a mission of developing civil engineers as future leaders, and which will be an opportunity for the Candidate to learn, take up functions assigned to him from time to time and a develop career with the Company.
2. That the Company has clear communication with the students in the select Colleges that those who are agreeing to work for the Company develop careers, and take up future leadership roles only must participate in the selection process.
3. That the said candidate voluntarily agreed to receive training and to continue to work with the Company for Thirty-Six months (36) from the date of joining as the candidate wishes to enter into this agreement towards that purpose. And the said candidate understands and agrees that the relationship created by this agreement is mutual and win-win in nature and therefore, he owes to the Company an obligation to use his best efforts at all times.
4. That the said candidate shall, during the tenure of his service be entitled to the notified Salary (as mentioned in the appointment letter). If the candidate is transferred from one project to another project, the company will pay travel expenses as per company policy.

(Signature of the Candidate)

Page 1 of 3

(Signature of the Employer)



5. That the said candidate shall in the discharge of his duties conform to and comply with all the rules and regulations and directions of the Company and the statutory guidelines from time to time, and shall not do or cause to be done anything against the interest of the Company.
6. That the said candidate shall, during the said terms, employ himself efficiently and diligently and to the best of his ability and shall devote his whole time and attention to the assignment generally the PROJECT SITE WORK, carry out duties and work as assigned to him and shall obey and comply with all lawful order and directions given to him by the assigned PROJECT MANAGER / PROJECT LEADER or Officers superior to him, and shall honestly, diligently and faithfully serve the Company and use his utmost endeavor to promote the interest of the Company and make use of the opportunity for maximum learning.
7. That the said candidate shall not during the period of this agreement work directly or indirectly in any trade or business either as employer or partner or advisor or in any other capacity.
8. That the said candidate shall be just and faithful to the Company in all matters and shall not at any time except under legal process, divulge to any person whosoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or any information concerning management decision of the Company or of its dealings, transactions, or affairs which may come to his knowledge.
9. That, this agreement shall be determined upon the death of the said candidate and in that event, his legal heirs, executors, and administrators shall be entitled to a proportionate part of his salary and other legal dues computed till the date of his death and the candidate's heirs, executors, and administrators, shall not be liable to pay any liquidated damages.
10. That, if at any time during his employment, the said candidate is found guilty of misconduct or any willful breach or continuous negligence of the terms of this agreement or dereliction of the duties and / or instructions given to him from time to time by the Company, the Company may without prejudice to any other action as may be called for without any notice or payment in lieu of any notice, put an end to and determine the employment and said candidate with the Company, without prejudice to the above. The candidate shall be deemed to have brought about such a situation by his misconduct compelling the Company to put an end to his services and the candidate shall therefore, continue to be liable for all losses / damages to the Company, and the determining such situation will be based on the continuous comprehensive evaluation.
11. Understanding: The candidate has clearly understood the Company's plan, and intention to recruit him and he has expressed an explicit commitment towards the same. And any breach of the conditions from his side will affect the company for the effort the company has put in vitally viz :
 - Organization development plans as laid down by the company;
 - Cost of training being incurred;
 - Loss of alternate resource selection;

(Signature of the Candidate)


(Signature of the Employer)



12. That the said candidate shall not leave the service of the Company ordinarily until the completion of the three years with a view of the cost, cause, and effect that the Company is investing in the candidate. If he leaves services in breach of this agreement, the following conditions shall be attracted.

(a) **Liquidated Damages/Minimum Liability:** The said candidate agrees to pay to the company an amount of Rs.10,000/- per month for every service month completed towards liquidated damages for premature termination of the agreement at the instance of the candidate, during the first three years.

The said amount has been mutually agreed by and between the parties considering the circumstances of the case and also all the facts including the fact that the loss will be suffered by the company on this account (mainly for training expenses including the cost of infrastructure).

(b) During the training period of the first year, there will be a continuous comprehensive evaluation of the ability to understand the work assigned, attitude towards work etc. which will be the determining factors for arriving at the performance rating. Poor Performance rating shall mean demonstrating a continuous inability of grasping technical guidance, team skills etc. and in such cases, the Company reserves the right to take a decision on the candidate on his extending the training period or terminating the employment with the Company with or without notice and in which case there is no notice period compensation payable by the Company but the minimum liability clause will be applicable to the candidate as mentioned in clause (12 a) above.

(c) That in the event of any dispute or difference arising between parties hereto either during the subsistence of this agreement or afterward relating to this agreement, the same shall be referred to the Arbitration of the Company whose decision shall be final and binding on the parties. The provisions, of the Indian Arbitration Act, 1940, or any statutory modification or re-enactment thereof for the time being in force shall be applicable in HYDERABAD courts alone will have exclusive jurisdiction in all the matters connected with this agreement.

13. Upon joining the Company, this agreement forms an integral part of the appointment letter.

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month, and year first about written.

Witness Candidate Side:

Name:

Location:

Date:

(Signature of the Candidate)

Guarantor Candidate Side:

Name:

Location:

Date:

(Signature of the Employer)



BSCPL/HO-HR/REC/2023/1191
11th August 2023

Mr. Bathini Jayadeep

S/o Sri. Yellaiah

H. No - 1-47, Konerupalli, Choppadandi, Karimnagar, Telangana -

E-mail id: jayadeepgoud01@gmail.com

Mobile No: 8688590880

Sub: Appointment as Graduate Engineer Trainee

In continuation to our official e-mail dated 05th August 2023 to your College communicating about the selection of your candidature as **Graduate Engineer Trainee**, we have pleasure in making this appointment on the following T&C and as well mentioned in the attached Pre-Employment Agreement:

1. Annual CTC: Rs. 5,00,000/- (Annexure – Attached)

Under the new “GET special program – 2023” at BSCPL, you will be eligible for a Project Performance Allowance (PPA) i.e. a token of appreciation in addition to CTC. For a consistent performance of A+ and above, you will be rewarded with a delightful allowance of Rs. 1 lakh on successful completion of 3rd year, and Rs. 2 lakhs at the end of 5th year.

2. Benefits: You will be eligible for the following additional benefits free of cost when posted at the project site:

- Bachelor sharing accommodation (with a separate bed, bedroll and storage for belongings)
- Breakfast, Lunch and Supper (specially cooked and served on a standard menu)
- Provident Fund
- Group Health Insurance

3. Induction & Initial Training: You will undergo an induction program and on-the-job training (OJT) at our project camp in the month of October 2023 for about 30 days (location & address will be communicated to you through WhatsApp & e-mail).

4. Location of Posting: On completion of the induction program and OJT, your location of posting at our required projects like Maharashtra, Uttar Pradesh, Telangana, Andhra Pradesh etc. will be communicated.

5. Deputation or Transfer: As a part of the training program, you are likely to be deputed or transferred, to any office/project site that now exists or may be acquired later within India at any time.

6. Training Period: Your training period as GET will be for twelve months from the date of joining. The training period may be extended, if you have not attended training on all days or not fulfilled the Training Program objectives.



On successful completion of training period (as GET) of twelve months or an extended training period, your performance will be evaluated and you will be considered for the position of Junior Engineer at L3 in the hierarchy.

GET Service Agreement: You will be required to execute a mutual win-win service agreement, undertaking to serve the company for a minimum period of 3 years from the date of your joining.

Verification of academic documents: The appointment is further subject to verification of the particulars given by you on the application form. In case any particulars mentioned by you are found false or incorrect, your training period shall be terminated without any notice. This letter is valid for you to continue on the training subject to obtaining B.Tech provisional certificate within a reasonable period of time.

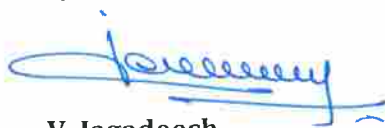
7. Alternate Dispute Resolutions: Any dispute or difference or claim arising out of this training shall be resolved among themselves through mutual negotiations. The relevant clauses in the trainee service agreement will form part of this appointment.

Please signify your acceptance of this letter through email to the undersigned as a token of agreement to the terms and conditions thereof, within a week time from the date of this appointment. In case, we do not receive any communication from you by that date, it is presumed that you are not interested in joining. Thereafter, this appointment shall be cancelled automatically.

Also, please scan and send the signed copy of the pre-employment agreement for our records.

We heartily welcome you to BSCPL family for constructing career dreams, brick by brick. **Looking forward to having you on board!**

Sincerely
for BSCPL Infrastructure Limited


V. Jagadeesh
Vice President - IA & HR



Acceptance:

I have read all the terms and conditions thereof and hereby accept my selection as "Graduate Engineer Trainee".

Signature of the Candidate

Place:

Date:

Annexure

Name of the Employee

Bathini Jayadeep

Designation

Graduate Engineer Trainee

<u>CTC Per Month(Rs.)</u>			
Salary Component		First 6 Months	From 7th Month (on performance of A+ and above)
Salary	Basic + DA	12500	15000
	HRA	5000	6000
	Conveyance	1600	1600
	Other Allowance	5900	7400
A	Monthly Gross	25000	30000
Statutory Benefits	P.F.	1625	1950
	E.S.I.	-	-
	Gratuity	601	722
	EWS	100	100
	GHI/Medical	400	400
B	Statutory Benefits	2726	3172
Sub Total (A+B)		27726	33172
C	PPA - On successful completion of one year (on performance of A+ and above)	8495	8495
CTC Per Month (A+B+C)		36221	41667
CTC Per Annum		434657	500000
Deductions	P.F.	1500	1800
	E.S.I.	-	-
	EWS	100	100
	Professional Tax	200	200
D	Deductions	1800	2100
Take Home (A-D)		23200	27900

Note :- TDS as applicable.

(Signature of the Candidate)



 (Signature of the Employer)
 

PRE-EMPLOYMENT SERVICE AGREEMENT

This agreement made on 11th August 2023 between **M/s BSCPL Infrastructure Limited**, a Company registered under the provision of the Companies Act 1956 and having its Registered Office at # **8-2-502/1/A, JIVI Towers, Road No. 7, Banjara Hills, Hyderabad - 500 034, Telangana State** hereinafter called "**the Company**" through its authorized signatory which expression shall unless repugnant to the context or meaning thereof, and include its successors and assigns of the one part and

Mr.Mohammed Abdul Quadar aged **23** Yrs. resident of H.No: 5-8-SH0014, Shanti Nagar, Sangareddy, Telangana - 502001, hereinafter called "**the Candidate**" and subsequently called "**the Employee**", which expression shall unless repugnant to the context or meaning thereof and include, his heirs, executors, administrators, and assigns on the other part.

Whereas the Company selected the Graduate Civil Engineers from the college **CBIT** during July/August - 2023 through Technical and HR Interviews based on the criteria of the students as presented by the College and the students. After a due selection process based on the Company's internal assessment system and adopted criteria, the Company has communicated to the College vide e-mail dated 05th August, 2023 about the selection of the above-referred Candidate.

Whereas the said Candidate is required to enter into a mutually agreed Service Agreement and the parties hereto are desirous of recording the said terms & conditions.

1. That the Company has selected the said Candidate as **Graduate Engineer Trainee** for the Company with a mission of developing civil engineers as future leaders, and which will be an opportunity for the Candidate to learn, take up functions assigned to him from time to time and a develop career with the Company.
2. That the Company has clear communication with the students in the select Colleges that those who are agreeing to work for the Company develop careers, and take up future leadership roles only must participate in the selection process.
3. That the said candidate voluntarily agreed to receive training and to continue to work with the Company for Thirty-Six months (36) from the date of joining as the candidate wishes to enter into this agreement towards that purpose. And the said candidate understands and agrees that the relationship created by this agreement is mutual and win-win in nature and therefore, he owes to the Company an obligation to use his best efforts at all times.
4. That the said candidate shall, during the tenure of his service be entitled to the notified Salary (as mentioned in the appointment letter). If the candidate is transferred from one project to another project, the company will pay travel expenses as per company policy.

(Signature of the Candidate)


(Signature of the Employer)

Page 1 of 3

BSCPL Infrastructure Ltd. CIN : U45203TG1998PLC029154

8-2-502/1/A, JIVI Towers, Road No.7, Banjara Hills, Hyderabad - 500 034.


Tel : +91 40 23307704, 23307831, Fax : +91 40 23307385,

Email : info@bscpl.net web : www.bscpl.net



5. That the said candidate shall in the discharge of his duties conform to and comply with all the rules and regulations and directions of the Company and the statutory guidelines from time to time, and shall not do or cause to be done anything against the interest of the Company.
6. That the said candidate shall, during the said terms, employ himself efficiently and diligently and to the best of his ability and shall devote his whole time and attention to the assignment generally the PROJECT SITE WORK, carry out duties and work as assigned to him and shall obey and comply with all lawful order and directions given to him by the assigned PROJECT MANAGER / PROJECT LEADER or Officers superior to him, and shall honestly, diligently and faithfully serve the Company and use his utmost endeavor to promote the interest of the Company and make use of the opportunity for maximum learning.
7. That the said candidate shall not during the period of this agreement work directly or indirectly in any trade or business either as employer or partner or advisor or in any other capacity.
8. That the said candidate shall be just and faithful to the Company in all matters and shall not at any time except under legal process, divulge to any person whosoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or any information concerning management decision of the Company or of its dealings, transactions, or affairs which may come to his knowledge.
9. That, this agreement shall be determined upon the death of the said candidate and in that event, his legal heirs, executors, and administrators shall be entitled to a proportionate part of his salary and other legal dues computed till the date of his death and the candidate's heirs, executors, and administrators, shall not be liable to pay any liquidated damages.
10. That, if at any time during his employment, the said candidate is found guilty of misconduct or any willful breach or continuous negligence of the terms of this agreement or dereliction of the duties and / or instructions given to him from time to time by the Company, the Company may without prejudice to any other action as may be called for without any notice or payment in lieu of any notice, put an end to and determine the employment and said candidate with the Company, without prejudice to the above. The candidate shall be deemed to have brought about such a situation by his misconduct compelling the Company to put an end to his services and the candidate shall therefore, continue to be liable for all losses / damages to the Company, and the determining such situation will be based on the continuous comprehensive evaluation.
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 - Organization development plans as laid down by the company;
 - Cost of training being incurred;
 - Loss of alternate resource selection;

(Signature of the Candidate)


(Signature of the Employer)



12. That the said candidate shall not leave the service of the Company ordinarily until the completion of the three years with a view of the cost, cause, and effect that the Company is investing in the candidate. If he leaves services in breach of this agreement, the following conditions shall be attracted.

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(c) That in the event of any dispute or difference arising between parties hereto either during the subsistence of this agreement or afterward relating to this agreement, the same shall be referred to the Arbitration of the Company whose decision shall be final and binding on the parties. The provisions, of the Indian Arbitration Act, 1940, or any statutory modification or re-enactment thereof for the time being in force shall be applicable in HYDERABAD courts alone will have exclusive jurisdiction in all the matters connected with this agreement.

13. Upon joining the Company, this agreement forms an integral part of the appointment letter.

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month, and year first about written.

Witness Candidate Side:

Name:

Location:

Date:

(Signature of the Candidate)

Guarantor Candidate Side:

Name:

Location:

Date:

(Signature of the Employer)



BSCPL/HO-HR/REC/2023/1193
11th August 2023

Mr. Mohammed Abdul Quadar
S/o Sri. Mohammed Abdullah
H.No: 5-8-SH0014, Shanti Nagar, Sangareddy, Telangana - 502001
E-mail id: maquadar12@gmail.com
Mobile No: 7386468957

Sub: Appointment as Graduate Engineer Trainee

In continuation to our official e-mail dated 05th August 2023 to your College communicating about the selection of your candidature as **Graduate Engineer Trainee**, we have pleasure in making this appointment on the following T&C and as well mentioned in the attached Pre-Employment Agreement:

1. Annual CTC: Rs. 5,00,000/- (Annexure – Attached)

Under the new “GET special program – 2023” at BSCPL, you will be eligible for a Project Performance Allowance (PPA) i.e. a token of appreciation in addition to CTC. For a consistent performance of A+ and above, you will be rewarded with a delightful allowance of Rs. 1 lakh on successful completion of 3rd year, and Rs. 2 lakhs at the end of 5th year.

2. Benefits: You will be eligible for the following additional benefits free of cost when posted at the project site:

- Bachelor sharing accommodation (with a separate bed, bedroll and storage for belongings)
- Breakfast, Lunch and Supper (specially cooked and served on a standard menu)
- Provident Fund
- Group Health Insurance

3. Induction & Initial Training: You will undergo an induction program and on-the-job training (OJT) at our project camp in the month of October 2023 for about 30 days (location & address will be communicated to you through WhatsApp & e-mail).

4. Location of Posting: On completion of the induction program and OJT, your location of posting at our required projects like Maharashtra, Uttar Pradesh, Telangana, Andhra Pradesh etc. will be communicated.

5. Deputation or Transfer: As a part of the training program, you are likely to be deputed or transferred, to any office/project site that now exists or may be acquired later within India at any time.

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On successful completion of training period (as GET) of twelve months or an extended training period, your performance will be evaluated and you will be considered for the position of Junior Engineer at L3 in the hierarchy.

GET Service Agreement: You will be required to execute a mutual win-win service agreement, undertaking to serve the company for a minimum period of 3 years from the date of your joining.

Verification of academic documents: The appointment is further subject to verification of the particulars given by you on the application form. In case any particulars mentioned by you are found false or incorrect, your training period shall be terminated without any notice. This letter is valid for you to continue on the training subject to obtaining B.Tech provisional certificate within a reasonable period of time.

7. Alternate Dispute Resolutions: Any dispute or difference or claim arising out of this training shall be resolved among themselves through mutual negotiations. The relevant clauses in the trainee service agreement will form part of this appointment.

Please signify your acceptance of this letter through email to the undersigned as a token of agreement to the terms and conditions thereof, within a week time from the date of this appointment. In case, we do not receive any communication from you by that date, it is presumed that you are not interested in joining. Thereafter, this appointment shall be cancelled automatically.

Also, please scan and send the signed copy of the pre-employment agreement for our records.

We heartily welcome you to BSCPL family for constructing career dreams, brick by brick. **Looking forward to having you on board!**

Sincerely
for BSCPL Infrastructure Limited


V. Jagadeesh
Vice President - IA & HR



Acceptance:

I have read all the terms and conditions thereof and hereby accept my selection as "Graduate Engineer Trainee".

Signature of the Candidate

Place:

Date:

Annexure

Name of the Employee

Mohammed Abdul Quadar

Designation

Graduate Engineer Trainee

<u>CTC Per Month(Rs.)</u>			
Salary Component		First 6 Months	From 7th Month (on performance of A+ and above)
Salary	Basic + DA	12500	15000
	HRA	5000	6000
	Conveyance	1600	1600
	Other Allowance	5900	7400
A	Monthly Gross	25000	30000
Statutory Benefits	P.F.	1625	1950
	E.S.I.	-	-
	Gratuity	601	722
	EWS	100	100
	GHI/Medical	400	400
B	Statutory Benefits	2726	3172
	Sub Total (A+B)	27726	33172
C	PPA - On successful completion of one year (on performance of A+ and above)	8495	8495
	CTC Per Month (A+B+C)	36221	41667
	CTC Per Annum	434657	500000
Deductions	P.F.	1500	1800
	E.S.I.	-	-
	EWS	100	100
	Professional Tax	200	200
D	Deductions	1800	2100
	Take Home (A-D)	23200	27900

Note : - TDS as applicable.

(Signature of the Candidate)

(Signature of the Employer)



Date: 13th Dec 2023

Mr. Mohammed Ajmal Ali
Email – mohammedajmal2321@gmail.com

Dear Mr. Mohammed Ajmal Ali,

Sub: Letter of Intent for Employment

We are pleased to offer you an appointment in our organization as **Intern** with effect from the Joining Date on or before **27th December 2023**.

You will be paid an annual remuneration. You will receive your remuneration on a monthly salary basis.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

This offer of Employment is Valid until the close of Business.
Please sign and return a duplicate copy of this letter in token of your acceptance.

Our offer is contingent upon satisfactory evidence and verification of your credentials.
You are requested to submit the following documents at the time of Joining.

You are requested to submit the following documents at the time of joining:

1. All Originals for verification
2. Photocopies from class X to Post Graduation certificates.
3. Proof of Date of Birth
4. Photocopy of Passport
5. Photocopy of PAN Card
6. Previous employment certificates
7. Relieving letter of the previous employer
8. Photocopy of any other appreciation or professional certificate.
9. Last two months' pay certificates of the previous employer.
10. Two Passport size photographs (Color)

We congratulate you on your appointment and wish you a long and successful career with Pranava Group. We assure you of our support for your professional development and growth.

Note: As request letter dated (13th Dec 2023) your monthly compensation will be 10,000 / Month. Management reserves all the right to review your performance after 03 Months regards with your employment continuity.

For **PRANAVA GROUP**



BR Yugandhar
HR - HOD



Corporate Personnel & Administration Dept.

Ref: HK/P&A/CAMPUS-OFFER'2023-24/CN-450

10th August 2023

Dear Mr. Nikhil,

Greetings from Godrej!

We are delighted to have you coming on board on **21st August 2023**.

We are sure that you are keenly looking forward to what's in store for you upon your joining us.

To make your transition in Godrej smooth, we have planned a comprehensive Corporate Orientation Program at our Vikhroli Establishment in Mumbai.

To enrich you with knowledge, learning, skills and experience during the traineeship, you will be undergoing a structured Training Program comprising of learning inputs in a phased manner:

Phase I (At the time of Joining): - Corporate Orientation Program, followed by:

- Technical Training Program (or)
- Sales, Service and Marketing Training Program (and)
- On-The-Job Training, as applicable.

Phase II (Mid-Year): - Developmental Program(s)

- Technical Training Program (or)
- Sales, Service and Marketing Training Program (and)
- On-The-Job Training, as applicable.

Phase III (Upon completion of the Training): - Organization Level Development Programs (Common for all) followed by:

- Advanced Programme of Technical Training Program (or)
- Sales, Service and Marketing Training Program (and)
- On-The-Job Training, as applicable.

When you take up the assignment, we have earmarked for you, you will have a 'buddy' to help and guide you in the initial days. Please feel free to speak to / write to us for any information that you may need:

Ms. Rachna Bhuse (rachna@godrej.com, Mobile: 9821490425)

Ms. Sameeta Khambe (sameetak@godrej.com, Tel.: +91-22-6796 1431)

We look forward to you becoming part of the exciting growth journey at Godrej!

With best wishes,



Harpreet Kaur
Senior Vice President & Head-
Corporate Personnel & Administration

Encl.: Offer Letter



Corporate Personnel & Administration Dept.

Ref: HK/P&A/CAMPUS-OFFER'2023-24/CN-450

10th August 2023

Mr. Nikhil Kumar K
4-2-48, Showkarpet
Tandur
Vikarabad - 501141.

TR CAT: C-200

OFFER LETTER

Dear Mr. Nikhil,

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your selection as **Graduate Engineer Trainee** in **Godrej Interio Division**. Your appointment is covered under the provisions of **The Apprentices Act, 1961 and its subsequent amendments thereto**. The terms & conditions are as given below:

1. Place of Posting & Period of Training:

Your initial place of posting will be at our Chennai Branch. The training period will be for a period of twelve (12) months from your date of joining, i.e., **with effect from 21st August 2023.**

2. Consolidated stipend:

You will be paid an All-inclusive Consolidated Stipend of **Rs. 40,000/- (Rupees Forty Thousand only)** per month.

(In the event of any legislation being enacted/made applicable treating the above mentioned "Consolidated Stipend" as "Salary" for the purpose of calculating Provident Fund, Gratuity, House Rent Allowance, Medical or any other direct / indirect benefit or contribution etc., then in such an event, the said "Consolidated Stipend" shall stand adjusted / modified to the extent so that there is no additional financial burden on the Company on this count i.e., the stipend payable to you by the Company, inclusive of all statutory, direct / indirect benefits or contributions, shall not exceed the above mentioned Consolidated Stipend per month).

3. Leave Entitlement:

You will be eligible for Leave as per the Leave Rules of the Organisation applicable to the trainees covered under The Apprentices Act, 1961. The same is subject to change from time to time.

4. General terms & conditions:

- Although it is not mandatory and / or obligatory on the part of the Company to offer you employment upon completion of the training period, you will be considered for any suitable opening that may arise / exists at that point in time, subject to your overall performance, attitude, conduct, attendance & punctuality besides meeting the requisite selection criteria.
- As a part of the terms and conditions mentioned in this Offer Letter, you will be required to sign a Service Agreement for a period of two years (one year as a Trainee and one year subject to being absorbed in regular employment upon successful completion of the training period).

We are enclosing the soft copy of the Service Agreement which you are required to prepare on a **Stamp Paper of value Rs.200/-** and submit the duly filled-in and signed (by you and the guarantor) Agreement on your date of joining. Please note that it is mandatory to carry the Service Agreement on your date of joining along with the Offer acceptance copy.

Contd....(2)



(2)

Mr. Nikhil Kumar K, Vikarabad - 501141.

- c) During the training period, you will not be eligible for any Variable Pay (viz., Performance Pay, Sales / Service Incentives etc.).
- d) Your selection as a trainee is subject to you being found medically fit by the Company's Medical Officer or by a Medical Practitioner of Company's choice.
- e) You are liable to be transferred to any of the Company's Establishments / Upcountry Manufacturing Plants / Project Site Office within the territory of India either during your training period or thereafter as per business needs and exigencies. Such transfers will not have any impact on your Consolidated Monthly Stipend. You will follow six days per week work schedule. The salary / stipend disbursement is on the 10th day of every month.
- f) The Divisional HR Team, in consultation with the Functional Heads, shall decide your function / profile as per the business need and exigencies either during the divisional induction program or thereafter. The Management's decision in this regard is final and binding on you.
- g) If and when it is required to impart training to you on a non-working day, you will be required to report for training on such days for which you will be given compensatory off. Similarly, as and when required, you may be called upon to report in second shifts when specific / special training opportunities are available.
- h) If you wish to resign from the traineeship of the Company, the notice period is one month during the training period, and you will be permitted to do so subject to your fulfilling the terms & conditions as per the Service Agreement signed by you. The Company reserves the right not to accept the notice period depending upon business needs and requirements. In case you leave the traineeship without fulfilling the terms & conditions as applicable to you, the Management reserves the right to initiate appropriate proceedings as per law.
- i) Your traineeship can be terminated by the Company at any time by giving you one month notice. Upon successful completion of the training and after absorption in regular employment, the notice period is three months on either side.
- j) The Company reserves the right to terminate your traineeship / employment at any time without notice or payment in lieu thereof if you are found guilty of absence from duty without prior intimation and/or permission for a continuous period of seven days or more, insubordination, non-performance, low productivity, disclosing confidential data or information pertaining to the Company, bonafide loss of confidence, misappropriation of Company's funds, causing damage to the property of the Company, non-compliance of Company rules & regulations besides omission / commission of any act on your part which may be prejudicial to the interest of the Organization.

In case you need further information about the pre-joining / joining process, please contact Mr. S G Kannan (Mobile 9820506928, Email id: sgkannan@godrej.com) or Ms. Aliamma (Mobile 9867066396 Email id: aliamma@godrej.com).

Contd.... (3)



(3)

Mr. Nikhil Kumar K, Vikarabad - 501141.

5. Qualification Clause (Declaration of Final Year / Semester Results):

If your selection is being made prior to the declaration of the final semester results of the examination for which you have recently appeared, you are required to inform the Company about the results immediately upon declaration of the same by the University / Institute. You shall submit a copy of the mark sheet / certificate issued by the Institute / University as documentary evidence and produce the original for verification. In case, you do not pass the said degree / diploma examination, your selection / appointment will be deemed to be automatically terminated without notice or payment in lieu of notice with effect from the date of the declaration of the result at the discretion of the Management. Further, if you are unable to submit the official documentary evidence in support of you having secured a final pass in the aforesaid examination prior to the completion of the training period, your appointment will automatically stand terminated without notice at the end of the training period at the discretion of the Management.

6. Submission of False Documents:

If at any time in future, the documents submitted by you pertaining to your date of birth, residence, family details, educational qualification and/or external work experience etc are found to be false / incorrect, the Company reserves the right to terminate your appointment forthwith besides initiating necessary legal proceedings against you as per law.

7. Code of Conduct:

You will be bound by the Company's Code of Business Conduct & Ethics as applicable from time to time and will be required to sign the 'Code of Business Conduct & Ethics upon your joining the Company. In addition, you will be required to sign an 'Employee Non-Disclosure & Confidentiality Agreement' upon your joining the Organization, which aims to protect the intellectual proprietary rights and business information of the Company and its clients / business associates.

8. Conflict of Interest:

You are expected to carry out your duties and responsibilities diligently, and shall always, safeguard the interest of the Company. During your traineeship / employment in our Company, you are required to devote yourself exclusively to the services of the Company and you shall not undertake yourself directly or indirectly with any business, duties or outside work, either part time or full time, without the prior express permission of the Management. The Company regards conflict of interest as a severe offence, which may lead to strict disciplinary action, including termination of your traineeship / employment without notice.

9. Indemnity:

You shall indemnify the Company against any loss / damage, proceedings which the Company may suffer due to any wrongful acts, negligence and/or gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to terminate your traineeship / employment on such count or the right of the Company to seek other remedies which the Company may have to make good the loss / damage suffered.

10. The Company reserves the right to add to, amend or vary the forgoing terms and conditions as and when found necessary.

The formal Letter of Appointment will be issued to you upon completion of the Corporate Orientation Program.

Contd....(4)



(4)

Mr. Nikhil Kumar K, Vikarabad - 501141.

Please report for the Corporate Orientation Program commencing on **Monday, 21st August 2023 at 8.45 a.m.** at the following venue:

Godrej & Boyce Mfg. Co. Ltd.
Room No.317, Plant 13 Annex, 3rd Floor.
Pirojshanagar, Vikhroli East, Mumbai 400 079.

Please bring the following with you, when you report for the Corporate Orientation Program:

- All certificates and marksheet in original pertaining to your educational qualification, along with one set of photocopies (S.S.C. or School Leaving Certificate to be submitted as documentary evidence for date of birth).
- Three passport size photographs (in professional attire)
- Photocopy of PAN Card and Aadhar Card.
- Letter from your present/last employer confirming that you have been relieved from their service (only if applicable).
- Original Service Agreement (made on a stamp paper of value Rs.200/-) duly signed by you and your guarantor in all the pages.
- Copy of Final Vaccination Certificate, if not given earlier.

Any dispute, differences or disagreement arising out of the terms & conditions of this Offer Letter & the Service Agreement entered by you with the Company shall be referred to a Sole Arbitrator nominated by the Company under the provisions of Arbitration & Conciliation Act, 1996, whose decision shall be final and binding. The language of the Arbitration shall be English and the location of the same shall be in Vikhroli, Mumbai.

Please email us a scanned copy of last page (i.e., Page no. 4) of the offer letter with your signature as a token of your acceptance of its terms & conditions, within two days of receipt of this email.

We look forward to your joining Team Godrej for a bright and prosperous career with us.

Yours truly,

For Godrej & Boyce Mfg. Co. Ltd.



Harpreet Kaur
Senior Vice President & Head-
Corporate Personnel & Administration

Encl.: As above

I have gone through the terms and conditions of the aforesaid Offer Letter and the Service Agreement. I hereby agree to abide by the same. I will report for the Corporate Orientation Program on _____.

Signature: _____ Date: _____ Mobile Number: _____



**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 07/25/2023

Mallevoina Ravi

C12142019

3-19, BEEBRA , DAHEGAON , KUMRAM BHEEM ASIFABAD , TELANGANA

9347701911

Dear **Mallevoina Ravi**,

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

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

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

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

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

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

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

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

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

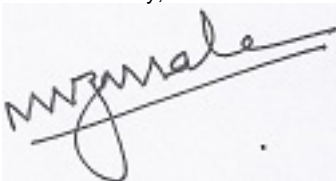
After accepting this Offer, we encourage you visit Countdown to the Company-

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

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

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

Yours sincerely,



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

ACKNOWLEDGED AND AGREED

Mallevoina Ravi
28/11/2023

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000/-
(B) Individual Performance Bonus (IPB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,800/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 460700/-

(E)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Individual Performance Bonus (IPB)

You will be eligible to participate in the FY23 (September 2022 to August 2023) Individual Performance Bonus (IPB) Programme. Your

indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C)Joining Bonus:

You would receive a discretionary joining bonus of INR **25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the first month's salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the full amount of joining bonus amount shall become payable by you and shall be repaid on termination of your employment/separation from the Company. You agree that any dues payable by you on termination/separation from the Company as aforesaid shall be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you agree to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Note: For International Worker Only*

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

Benefits applicable for current Company financial year:

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

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to 2 times of your annual fixed compensation with minimum cover of INR 7,50,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse/partner and 4 dependent children up to INR 5,00,000 per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to INR 20,00,000 and siblings up to INR 10,00,000 under a separate Insurance plan. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 children) up to INR 30,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse/partner and 4 dependent children
- 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to

company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of INR 2500.00/-, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi.
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates regarding your relocation assistance, 30 days before Date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type- Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing

obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

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

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Certification Completion Document (as mentioned in the eligibility criteria)
9. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Mallevoina Ravi

Date: 28/11/2023

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

ELEATION's On-Campus Placement Process : Results of Pre-placement online test and Further process : Chaitanya Bharathi Institute of Technology

1 message

ELEATION <hr@elevation.com>
 To: placements@cbit.ac.in
 Cc: Apoorv Bapat <apoorvbapat@elevation.com>

Wed, Nov 30, 2022 at 1:50 PM

Dear Dr. NLN Reddy and Students,

Greetings from ELEATION...!!!

Thanks for showing interest in ELEATION's On-Campus Placement process.

I would like to inform you:

- ✓ We have conducted Pre-placement online test on : 29-11-2022
- ✓ In Pre-placement online test, Total Number of Students registered : 61
- ✓ In Pre-placement online test, Total Number of students gave the test : 43
- ✓ In Pre-placement online test, Total number of students selected for free training on ANSYS and HyperWorks Software : 3

Please find the below table containing the details of 3 students selected for free training on ANSYS and HyperWorks software:

Sr. No.	Name	Year	Branch	Semester	Score	ANSYS Status	HyperWorks Status
1	m.venkatesh	4th Year	Civil	7th Semester	100	Selected for Free Training Program	Selected for Free Training Program
2	Nagaram Sai Charan	4th Year	Civil	7th Semester	78	Selected for Free Training Program	Selected for Free Training Program
3	saivinay boga	4th Year	Civil	7th Semester	78	Selected for Free Training Program	Selected for Free Training Program

Job title : CAE Project Engineer**Company Name : ELEATION****CTC : 4.2 Lakhs per annum****Please read all the points (instructions) carefully :**

1. **All 61 Students are allowed to attend the Final placement process on 05th February 2023.**
2. To attend the Final Placement process, you need to solve all the models using ANSYS and HyperWorks software, create the solution report and send the solution report in PDF format on or before 15th January 2023.
3. Please use [Google Drive link](#) to download the models and problem statement which you need to solve to attend the final placement process.
4. Please use the below links to download the setup and license of :
 - a. [ANSYS Software Download link](#)
 - b. [HyperWorks Software Download link](#)
5. Students selected for free training program will have access to free course content till 10th February 2023, on 11th February 2023, we will remove the free access of the ANSYS and HyperWorks Course content.
6. All other students, those who are not selected for free training program, can learn ANSYS and HyperWorks software, from YouTube, any other institute, from there faculties or from anyone, solve the above models and submit the solution report to attend the final placement process.
7. **ELEATION will conduct the Final Placement process :**
 - a. **Round 1 : Online Technical test : on 5th February 2023**
 - b. **Round 2 : Tool test : on 6th February 2023**
 - c. **Round 3 : Technical interview : 7th February 2023.**

JD for Associate Engineer

Vision Transformation: What CtrlS Cloud4C stands for?

The Future was all dark and luck. And then God said,

'Code' Optimize. Automate. Innovate. Repeat

CtrlS_Cloud4C is a mission-critical application-focused Data Center & managed Services Company with a factory-based approach to drive digital transformations on any major cloud platform. Our managed services, innovative solutions, and process frameworks go beyond ITIL and COBIT frameworks. Our in-built Self-Healing Operations Platform is automation-driven and is developed leveraging industry-leading products that result in achieving the best NPS scores for the organization.

Too Formal?

Well that's for clients and we MAY have earned the bragging rights. CtrlS_Cloud4C has a presence across 25 countries and is serving 4000+ enterprises across the globe with 60 Fortune 500 companies and 80+ enterprises with over \$1Bn revenue.

Here's the vision for YOU.

AI is revolutionary yet the natural evolution of humanity, its innovations, and future. We believe that Cloud has taken the center stage amidst this transformation, a fitting 'as-a-service' abode of all cutting-edge tech advancements empowering millions of businesses around the globe. Keeping the Matrix jitteriness aside, this new era allows human entrepreneurs to gain freedom: Solve hard problems, craft new-gen strategies, and build relationships while AI automates daily operations with brilliance.

CtrlS_Cloud4C envisions being a global chauffeur in this new era. We help organizations across borders and sectors to revamp their traditional routes, rethink key questions, and explore uncharted answers in this 'Never Normal' - A Normal that's upon us to create.

Enter the Geekdom: Who are the people leading CtrlS Cloud4C?

Where the world sees geeks, we see geniuses! For, you

cannot revolutionize if you don't obsess!

Strength in diversity drives the CtrlS_Cloud4C mandate. We are lateral thinkers and different doers: technologists, designers, communicators, and writers committed to learning, iterating, evolving, and pushing boundaries beyond traditions. Kind of like what cloud promises for legacy-bound businesses.

Our 'coloured' team boasts a wide variety of backgrounds. These are people who have tackled problems and handled complex application management on Private Cloud, AWS, Azure, GCP, and more across fundamental industries such as Manufacturing, Healthcare, Banking, Government, Energy, and Utilities, etc.

What excites us most - solving the most complex challenges together with a blend of creativity and innovation, we sow the seeds for revolutionary outcomes.

Mr. Code: What's the Role?

If the 'C' base of your DNA stands for Coding; read intelligent rhythms in 'dead' stats, algorithms in formulas, predictions in uncertainties, and visualize Python 'codevolutions' when mentioned routines, this is for you. We hire programmers who love coding as much as El Clasicos.

We call for Machine Learning (ML) enthusiasts and Artificial Intelligence (AI) wizards who can use data to train models and automate processes like failure prediction, self-healing, and process optimization. You must build, test, and deploy AI models and visualize underlying AI architectures at blink!

If AI and ML services offered by leading Hyperscalers such as Microsoft Azure, AWS, and GCP hardly challenge your competence, it would be awesome. Your responsibilities would touch all factions: from our mission-critical offerings to self-healing platforms and our leading automated optimization engines. You'll administer core tasks like platform uptime, data confidentiality, and system security.

You'll lay the architectural foundations for probably first to market solutions: working with our core platform teams to leverage industry-leading tools and frameworks. Over time, you'll be entrusted with your own team as the solutions' scope and market reach proliferates. A brighter future knocks!

Badge of Honor: What have you done?

- Quickly learned and mastered new languages and tools as needed (and using them in a secure, modular and testable fashion)?
- Become fluent in the ins and outs of Cloud Service Providers and distributed systems?
- Proven experience as a Machine Learning Engineer or similar role?
- Have an understanding of data structures, data modelling, and software architecture?
- Deep knowledge of maths, probability, statistics, and algorithms?
- Ability to write robust code in Python, Java, and R?
- Have strong programming experience in Python and SQL?
- Become an expert in Java?
- Familiar with machine learning frameworks (like Keras or PyTorch) and libraries (like sci-kit-learn)?
- Built, trained, and deployed machine and deep learning models and systems that operate effectively at scale and are used to understand key customer behaviors, surface product recommendations?
- Worked alongside product teams to design and build user-facing features involving machine learning?
- Worked alongside data engineering to ingest and transform data for both streaming and batch machine learning applications?
- Applied good software development practices and actively contribute to production code?
- Designed and developed a Machine Learning algorithm while analysing the ML algorithms that could be used to solve a given problem and ranking them by their success probability?
- Expert in Numpy, Pandas, Matplotlib, Seaborn, Dimensionality Reduction (PCA)?
- Familiar with relational databases, Deep Learning concepts?
- Skilled in Predictive Analytics, Statistical Modelling, and Visualization?
- Know RAP lifecycle?
- Been a team or project lead?

Time for Reflection: Who are you?

- Where's the Wozniack: Are you a geek obsessed with technology solving problems?
- Believe in Steve: Do you love working with smart people to solve hard challenges in search of 'insanely great' outcomes?
- Googliness at Heart: Do you love breaking traditions: legacy software development and machine learning implementations?
- Muskian Dreams: Do you fantasize automating the world out?
- Aristotle the Thinker: Are you a Critical thinker: ability to track down complex data and engineering issues, evaluate different algorithmic approaches, and analyze information to solve key problems?
- In'Vinci'ble Spirit: Creativity: you can conceive new data-driven products, features, and technologies?
- Wolf of the Code Street: Exhibit excellent communication skills, ability to work in a team, and inspire everyone up and down the ladder?
- The Turing in You: Do you want to tackle the mysteries of systems architecture and laying the foundation for AI-human interaction?

Milestones for Fun: Join our team

If you answered "Yes" to many of those questions - we'd love to chat. Let's transform the world together (we mean it!).

Want to meet CtrlS_Cloud4C now? We are waiting!.....

Job Roles:

- Operating Systems (Linux and windows) administrators
- Databases Administrators
- Networking Administrators
- SAP Basis and Hana
- Desk support

Eligibility Criteria:

- Very Good Communication Skills
- 75% aggregate in all academics (SSC/Xth, Inter/Diploma & B.Tech. / BE (CSE, ECE & IT) (Aggregate of 75% till last sem)
- EAMCET Rank < 50000 & ECET < 3000

Service Level Agreement:

- 3 Years

Responsibility of the college:

- The college should short-list the students who are meeting the eligibility criteria and send us the mail giving details of the students.
- The college should fix a date by mutual discussion to conduct a Pre- Placement Talk and for us to conduct Recruitment drive. The date should be informed a week prior.
- We will inform the college whether it will be a paper based test or an online test. Depending on the same the arrangements should be made by the college.

Salary Packages:

- 4.5 - 6 Lakhs Per Annum

Location:

- Mumbai, Hyderabad, Bangalore, Noida

S.No.	Name of the Student (As per Aadhar Card)	E-mail ID	Mobile No.	Branch	Engg. Entrance Exam (EAMCET/ECET)	Rank
1	Kotte Mahitha	mahithakotte90@gmail.com	9390589029	Civil-1	EAMCET	18431
2	Sathwika Voodari	sathwikavoodari16@gmail.com	7013265227	Civil-2	ECET	18
3	Nakkala Uttam Sai	uttamnakkala2002@gmail.com	8686009171	Civil-2	EAMCET	6764
4	G Jaivanth Kumar	jaikummar.g96@gmail.com	9618258094	Civil-2	EAMCET	7257
5	Kommidirishitha	Kommidirishitha@gmail.com	9603651601	Civil-2	EAMCET	10054
6	Kolagani Jerusha Grace	ugs19004_cse.jerusha@cbit.org.in	8977269548	CSE-1	EAMCET	4045
7	Gadipeddapur Preethi	gadipeddapurpreethi@gmail.com	9398574018	CSE-1	EAMCET	11934
8	Manideep Udumula	udumulamanideep158@gmail.com	9553601482	CSE-2	ECET	563
9	Katuri Yashwanth	katuriyashwanth79890@gmail.com	8688386228	CSE-3	EAMCET	1568
10	Kummari Poojitha	poojitha1011kummari@gmail.com	9030887763	ECE-1	ECET	286
11	Gurram Booshan Raj	booshanraj5519@gmail.com	9666805519	ECE-1	EAMCET	2359
12	Pasham Mounika	mounikapasham09@gmail.com	9391118503	ECE-1	EAMCET	4372
13	Danda Akash Reddy	akashredd2000@gmail.com	7075528196	ECE-2	EAMCET	2837
14	Srikar Thodupunoori	srikarthodupunuri072002@gmail.com	8639251838	ECE-2	EAMCET	3002
15	Tarun Kasula	ugs19112_ece.tarun@cbit.org.in	8897536706	ECE-2	EAMCET	3843
16	Karthik Dade	Karthikdade17@gmail.com	9542013120	ECE-3	ECET	177
17	Billa Bhanu	bhanubilla9912@gmail.com	6300559803	ECE-3	ECET	236
18	Podduturi Shailika	shailika.shaili@gmail.com	7032148877	ECE-3	EAMCET	2901
19	Gummadvally Sathvika	sathvika1068@gmail.com	8712722112	ECE-3	EAMCET	3525
20	Choksha Anumolu	anumoluchoksha@gmail.com	9542791107	ECE-3	EAMCET	4781
21	Kadamalla Prapul	prapuladamalla@gmail.com	9390778156	EEE-1	EAMCET	19000
22	Javvaji Thanu Sri	thanusrijavvaji@gmail.com	7997641542	EEE-2	ECET	44
23	Lanka Akshaya	ugs19305_eee.lanka@cbit.org.in	7893082401	EEE-2	ECET	68
24	Chakka Lahari	c.lahari001@gmail.com	8688410719	EEE-2	EAMCET	3043
25	Sambaraju Jashwanth	jashwanthsambaraj@gmail.com	7674993949	EEE-2	EAMCET	5347
26	Sharath Deepika	psdeepika08@gmail.com	7386992411	EEE-2	EAMCET	16000
27	Ande Naresh	andenares01@gmail.com	9133486142	IT-2	EAMCET	4531
28	Arjula Nitish Chander Reddy	Nitish.arjula2665@gmail.com	8688363818	IT-2	EAMCET	11000
29	Talari Harika	harika.talari08@gmail.com	7995519722	IT-3	ECET	560
30	Vijay Chaitanya Reddy Gunturu	vijaychaitanaya.51@gmail.com	9515591579	IT-3	EAMCET	6179
32	Kasam Nikhil	nikhilreddykasam333@gmail.com	9542462680	Mech-1	ECET	64
31	G Vamshidhar Goud	ugs19302_prod.vamshidhar@cbit.org.in	9398945051	Prod	ECET	491

ELEATION's On-Campus Placement Process : Results of Pre-placement online test and Further process : Chaitanya Bharathi Institute of Technology

1 message

ELEATION <hr@elevation.com>
 To: placements@cbit.ac.in
 Cc: Apoorv Bapat <apoorvbapat@elevation.com>

Wed, Nov 30, 2022 at 1:50 PM

Dear Dr. NLN Reddy and Students,

Greetings from ELEATION...!!!

Thanks for showing interest in ELEATION's On-Campus Placement process.

I would like to inform you:

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Please find the below table containing the details of 3 students selected for free training on ANSYS and HyperWorks software:

Sr. No.	Name	Year	Branch	Semester	Score	ANSYS Status	HyperWorks Status
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Job title : CAE Project Engineer**Company Name : ELEATION****CTC : 4.2 Lakhs per annum****Please read all the points (instructions) carefully :**

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 - a. **Round 1 : Online Technical test : on 5th February 2023**
 - b. **Round 2 : Tool test : on 6th February 2023**
 - c. **Round 3 : Technical interview : 7th February 2023.**

Congratulations //intellipaat//

Aquib Khan <aquib.khan@intellipaat.com>
To: placements@cbit.ac.in

Fri, Dec 30, 2022 at 5:06 PM

Hello

Greetings of the day

We are very happy to inform you that 41 candidates from your campus got selected for the "Business Development Trainee Role"

Please go through the attachment for the selected candidates list

Thank you so much for all your support throughout the process

Please confirm us with the date of joining asap ,so that we can roll out the offer letters

Looking forward to Hire candidates From your campus in future

Thanks and Regards

Aquib khan | Talent Acquisition Associate
HR Department
aquib.khan@intellipaat.com |
9538532726



Website: www.intellipaat.com



Bhargavi Tracker - Final Selects.pdf
55K

Regarding degree certificate //Intellipaat

1 message

Aquib Khan <aquib.khan@intellipaat.com>
To: placements@cbit.ac.in

Tue, Jan 3, 2023 at 12:37 PM

Hello

Greeting of the Day

This is to inform that once the completion of their degree, all the students will be turned into full time employees till then they will be working as interns only. As per company rules to become full time employees they need to submit their degree certificate.

Thanks and Regards

Aquib khan | Talent Acquisition Associate
HR Department
aquib.khan@intellipaat.com |
9538532726



Website: www.intellipaat.com

Candidate	Contact	Mail	FTE/Intern	Designation
Akshara	9603314668	ugs19002_chem.akshara@cbit.ac.ir	intern	BDT
Mamidi	9347883052	pravalikamamidi2021@gmail.com	intern	BDT
Chavali	9154742550	Srijachavali07@gmail.com	intern	BDT
Muttatabattula	7993744605	vinoothnamuttatabattula@gmail.com	intern	BDT
Krishna	8374845181	anshulkrishnas2020@gmail.com	intern	BDT
Mahitha	9390589029	mahithakotte90@gmail.com	intern	BDT
SAI DARSHAN	8106719164	darshanmedisetty25@gmail.com	intern	BDT
Fasi Ahmed	9440992711	fasiahmed2001@gmail.com	intern	BDT
Yuvaraja	9440235400	yuvarajayalamanchilli@gmail.com	intern	BDT
Rithesh kumar	8341283949	pallelarithesh@gmail.com	intern	BDT
Byreddy	9182152593	ugs19040_cse.rakesh@cbit.org.in	intern	BDT
Yamjala	9390519729	Shreyayamjala@gmail.com	intern	BDT
Meghana	9010649639	narampallymeghana17@gmail.com	intern	BDT
Gunda	7331113317	gundalakshman4@gmail.com	intern	BDT
Shishira	7893818750	yedlapallishishira@gmail.com	intern	BDT
Vuggam	7396531415	maneesha.vuggam@gmail.com	intern	BDT
Sai Abeesh	8341154600	abheesh20.a@gmail.com	intern	BDT
Shiva Teja Daram	6301870214	shivatejadaram@gmail.com	intern	BDT
Firdous Anjum	918688736541	firdousanjum.mohd@gmail.com	intern	BDT
Lahari	8688410719	c.lahari001@gmail.com	intern	BDT
Sambaraju	7674993949	jashwanthsambaraj@gmail.com	intern	BDT
Rushikesh	6305657682	rushikeshchowhan@gmail.com	intern	BDT
Pratham	917730875727	prathambunny.19@gmail.com	intern	BDT
Varsha	9502710457	pvarsha0411@gmail.com	intern	BDT
Manupati	9542465619	vjcruze416@gmail.com	intern	BDT
Sathvika	8712722112	sathvika1068@gmail.com	intern	BDT
Pranitha Raj	7095874118	pranitharaj879@gmail.com	intern	BDT
PHANINDRA PVS	918374118855	jayadiva73@gmail.com	intern	BDT
Sai Kiran	9676221576	saikiranrachakonda24@gmail.com	intern	BDT
Ayaluri	9390584299	ayalurisasikiran@gmail.com	intern	BDT



Certified Skill Development (CSD) Training Program Offer

25-Oct-2023

Candidate ID: 24888015

Palla Divya
B.E. Civil
Chaitanya Bharathi Institute of Technology, Hyderabad

Dear **Palla Divya**,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your acceptance to the Letter of Intent, we are pleased to offer you a Certified Skill Development (CSD) Training Program on premises with us **for a period of 3 to 6 months**. Your CSD Training Program onboarding will be scheduled as per our business requirements and shall be communicated to you in writing.

During this CSD Training Program period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the CSD Training Program curriculum. The stipend will be paid only subject to successful completion of milestones as defined in the curriculum, your performance and attendance prior to the monthly stipend processing window for a given month. Cognizant will not encourage any other claim with regard to compensation or other statutory payments or reimbursements and it is hereby clarified that participation in this CSD Training Program and/or during the course of completing this CSD Training Program you shall not be entitled for any benefits paid or made available to that of Cognizant employees.

Though this Cognizant CSD Training Program is a pre-requisite skill and capability development program, it does not guarantee employment with Cognizant and there is no employer – employee relationship during the course of this CSD Training Program. However, the successful completion of this CSD Training Program will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future. Also, you shall be provided with a Certificate of Completion upon you successfully completing this CSD Training Program which can be included within your resume.

You will be provided a learning curriculum as per the skill track assigned to you. The learning design would expect you to drive your learning through hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed CSD Training Program. In the event of unsatisfactory performance during the CSD Training or non-completion of the CSD Training, no Certificate of Skill Development shall be issued by Cognizant. Cognizant reserves rights at its sole discretion to revoke its Letter of Intent.

Section A: Terms and Conditions:

1. The CSD Training Program timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the CSD Training Program. The CSD Training Program would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

2. CSD Training Program associates are covered under Cognizant's calendar holidays of the respective location of where the Training Program is conducted, and you would need to adhere with minimum

attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and CSD Training Program would be terminated if leaves are availed without prior approvals.

3. You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your CSD Training Program would be terminated.

4. The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your CSD Training Program would be terminated.

5. After successful completion of your CSD Training Program, if there is a business demand which expects you to get skilled on a different skill set, you would be expected to get skilled in that required application, failing which your Letter of Intent will be revoked.

6. Stipend payment will be done for the prescribed CSD Training Program period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

7. There would be zero tolerance to plagiarisms and misconduct during the CSD Training Program. Adherence to Cognizant policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of this CSD Training Program without any notice. You would be required to complete Cognizant mandatory trainings such as Code of Conduct and AUP within the given timelines.

8. During the course of your CSD Training Program and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of this CSD Training Program.

9. Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the CSD Training Program period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

10. It is hereby clarified that participation in this CSD Training Program shall not constitute you to be an employee of Cognizant nor obligates Cognizant for any purpose whatsoever. The scope of this CSD Training Program does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this document.

11. Cognizant holds all rights to cancel this CSD Training Program Offer due to non-conformance of performance benchmark or moral code of conduct or in case of you failing to participate in the CSD Training Program within the given date/timeline or for such other any reasons upon providing written communication of the same to you. Upon such cancellation of this CSD Training Program Offer, your access and participation in the CSD Training Program shall stand terminated.

12. At the time of your reporting for the CSD Training Program, you will be required to sign a Non - Disclosure Agreement with the Cognizant. During the course of your CSD Training Program and after completion of the same, you are required to maintain strictest confidentiality with respect to Cognizant's proprietary or products that you access or come into contact with, during your project under this CSD Training Program, at all times as per our Policy. You shall not use Cognizant proprietary information or products for any purpose. Any breach of information security will be dealt as per Cognizant Policy.

13. This CSD Training Program Offer shall be **valid for 3 calendar days** from the date of this Offer, hence you are requested to accept or decline this CSD Training Program Offer **within 3 days** and are also requested to submit the mandatory documents **within 7 calendar days** from the day of accepting your CSD Training Program offer as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

14. For avoidance of doubt, it is herewith stated that the CSD Training Program shall stand cancelled on the below scenarios as well:

- a. In the event of you accepting this CSD Training Program Offer but not joining into the CSD Training Program on the specified date and at specified location of onboarding.
- b. In the event of you not accepting this CSD Training Program Offer or failing to communicate acceptance **within 3 calendar days** as stated above
- c. For such other operational, regulatory reasons including breach of terms herein.

Thereupon, your access shall also stand revoked, and Cognizant shall not be obligated to extend nor be liable for any claims due to termination of this CSD Training Program Offer.

On any of the above-mentioned scenarios (Refer to **Section A: Terms and Conditions**), if your CSD Training Program has been terminated then your Letter of Intent would also be revoked.

You hereby consent for Cognizant to collect, process the data submitted by you for background verification.

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

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

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

- 2 Passport sized Photographs preferably with a Grey / White background
- Personal individual bank account from a nationalized bank for processing stipend

In case of additional queries or concerns, you can raise a query at <https://campus2cognizant.cognizant.com/Pages/PreLogin>.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resources

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

Signature:

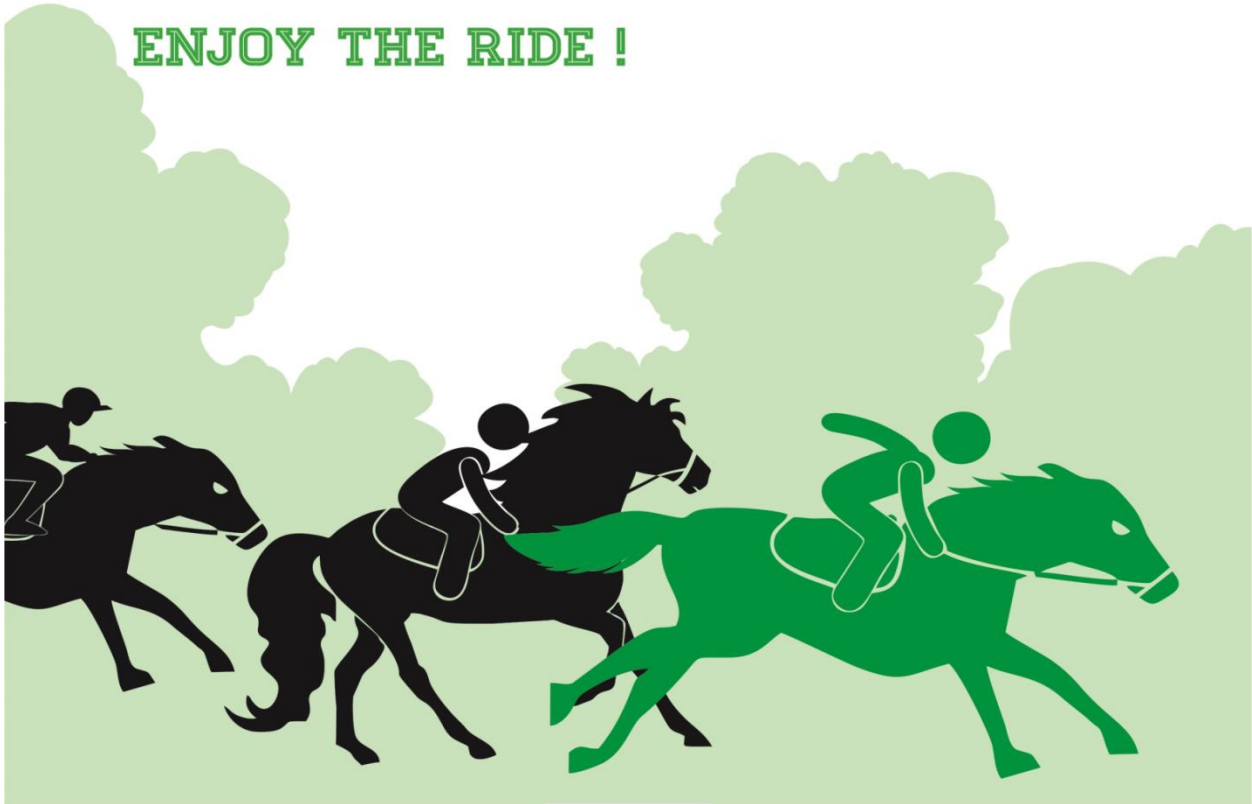
Date:

RACE AHEAD IN LIFE

Getting ahead in life may mean many different things to different people. At CtrlS for us, it's about dreaming big and making it big. It's about being successful while having fun. It's something that's derived from constant practice, learning, and growth.

Welcome to CtrlS !

ENJOY THE RIDE !



29 Oct 2022

To,

Sathwika Voodari,
Hyderabad.

OFFER LETTER

Dear Sathwika Voodari,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of “Associate Engineer” at “CtrlS Datacenters Ltd.”

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. During the training period, you will receive Rs. 10,000 (Ten Thousand rupees only) as stipend per month. Upon completion of your training period, your consolidated salary is **Rs.500000/- p.a.**, (Five Lakh Rupees Only) and other emoluments will be as per **Appx 'A'**.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

5. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for Six months.
6. Your appointment and the employment will be subject to your being and remaining **medically fit**. It is necessary for you to get medically examined, as and when required by the company.
7. Your employment is substantially based on the information provided by you. If, it is found that the information provided by you are incorrect or that some information is suppressed, then your employment is liable for summary termination.
8. The contract of employment can be terminated by either Party, without cause, by giving to the other Party 3 months' notice, in writing, of its intention to do so. The Company may, at its sole discretion, waive the whole or part of the notice period. In the event the employee is on probation, and his/her employment has not been confirmed, the contract of employment can be terminated by either Party by giving to the other Party a notice of 1 month, in writing, of its intention to do so or by tendering a sum equivalent to 1 month salary, in lieu thereof.
9. Your employment at the company could be terminated for cause, upon immediate written notice to you, if there is any kind of:
 - (a) Illegal activity - relating to work or not - harming the reputation of the company.
 - (b) Indecent behavior with colleagues, customers or suppliers.
 - (c) Personal bankruptcy / insolvency.
 - (d) Refusal to do any lawful work assigned by the company.
 - (e) Absenteeism.
 - (f) Willful neglect of work.
 - (g) Repeated insubordination or violation of employment rules.
 - (h) Undisclosed conflict of interest.
 - (i) Financial irregularity with respect to expenses incurred or reimbursed by the Company.
 - (j) Corporate espionage
10. You hereby covenant, undertake and agree that during the term of your employment and for a period of 1 year following the termination of the employment, thereafter, you shall not on your own or together with any Person, directly or indirectly:
 - (i) Solicit or take away from the Company or attempt to solicit or take away, the business of any customers or any potential customer with whom you have dealt during the employment with the Company, any other related parties or clients of the Company who have been customers or clients of the Company.
 - (ii) Solicit or entice away or attempt to solicit or entice away any person who at any time during such period shall have been a director, officer, employee or associate of the Company. Be directly or indirectly interested, concerned, or engaged as principal or partner or director, agent or employee, assistant, consultant, advisor or contractor in any other capacity in any business whether for profit or otherwise relating to Internet Data Center Solutions, Internet Services or such fields which is in direct competition with the business of the Company or any business contemplated by the Company, in any geographical area within India.

11. On ceasing to be in the employment of this company for any reason, you will promptly settle all accounts including the return of all Company properties, tools, equipment, documents, etc., without making or retaining any copies.
12. Your growth in this company depends, among other factors, primarily upon contribution, dedication, sincerity and initiative.
13. You are requested to submit the documents as intimated by the “HRD Department”, at the time of joining.
14. You will receive your job profile in due course of time.
15. Please acknowledge and confirm your acceptance of the terms and conditions mentioned in this letter.

We welcome you, and look forward to many years of mutually rewarding and beneficial association. Hope that you work with much more enthusiasm and dedication in your future to come out with stupendous performance

Yours truly,
For **CtrlS Datacenters Ltd.**

P Rajani Reddy
Authorized Signatory

APPX 'A': DETAILS OF SALARY & OTHER ALLOWANCES

The details of the offer given to you are as given below:

- | | | |
|----------------|---|-------------------------|
| 1. Name | : | Sathwika Voodari |
| 2. Designation | : | Associate Engineer |
| 3. Grade | : | L0 |
| 4. Location | : | Hyderabad |

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	14667	Basic	176004
HRA	9167	HRA	110004
LTA	5000	LTA	60000
Special Allowance	6033	Special Allowance	72396
A. Fixed Salary	34867	A. Fixed Salary	418404
B. Performance Linked Pay	5000	B. Performance Linked Pay	60000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
Total CTC (A+B+C)	41667	Total CTC (A+B+C)	500000

Other Perks	Limit (p.a)	Coverage
Medical Insurance Coverage	300000	Employee, Spouse and 2 Children
Life Term Insurance	500000	
Accidental Insurance	500000	

Note: Performance linked pay will be released on proportional to your performance ratings.

TDS will be deducted according to the income tax norms

Yours truly,
For **CtrlS Datacenters Ltd.**

P Rajani Reddy
Authorized Signator

PRE-EMPLOYMENT SERVICE AGREEMENT

This agreement made on 11th August 2023 between **M/s BSCPL Infrastructure Limited**, a Company registered under the provision of the Companies Act 1956 and having its Registered Office at # **8-2-502/1/A, JIVI Towers, Road No. 7, Banjara Hills, Hyderabad - 500 034, Telangana State** hereinafter called "**the Company**" through its authorized signatory which expression shall unless repugnant to the context or meaning thereof, and include its successors and assigns of the one part and

Mr.Mudam Srikanth aged 23 Yrs. resident of H.no - 1-39, Vill - Rampur, Huzurabad, Karimnagar, Telangana - 505498, hereinafter called "**the Candidate**" and subsequently called "**the Employee**", which expression shall unless repugnant to the context or meaning thereof and include, his heirs, executors, administrators, and assigns on the other part.

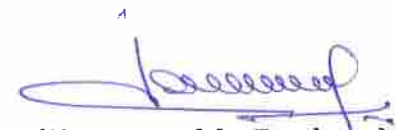
Whereas the Company selected the Graduate Civil Engineers from the college **CBIT** during July/August - 2023 through Technical and HR Interviews based on the criteria of the students as presented by the College and the students. After a due selection process based on the Company's internal assessment system and adopted criteria, the Company has communicated to the College vide e-mail dated 05th August, 2023 about the selection of the above-referred Candidate.

Whereas the said Candidate is required to enter into a mutually agreed Service Agreement and the parties hereto are desirous of recording the said terms & conditions.

1. That the Company has selected the said Candidate as **Graduate Engineer Trainee** for the Company with a mission of developing civil engineers as future leaders, and which will be an opportunity for the Candidate to learn, take up functions assigned to him from time to time and a develop career with the Company.
2. That the Company has clear communication with the students in the select Colleges that those who are agreeing to work for the Company develop careers, and take up future leadership roles only must participate in the selection process.
3. That the said candidate voluntarily agreed to receive training and to continue to work with the Company for Thirty-Six months (36) from the date of joining as the candidate wishes to enter into this agreement towards that purpose. And the said candidate understands and agrees that the relationship created by this agreement is mutual and win-win in nature and therefore, he owes to the Company an obligation to use his best efforts at all times.
4. That the said candidate shall, during the tenure of his service be entitled to the notified Salary (as mentioned in the appointment letter). If the candidate is transferred from one project to another project, the company will pay travel expenses as per company policy.

(Signature of the Candidate)

Page 1 of 3


(Signature of the Employer)



5. That the said candidate shall in the discharge of his duties conform to and comply with all the rules and regulations and directions of the Company and the statutory guidelines from time to time, and shall not do or cause to be done anything against the interest of the Company.
6. That the said candidate shall, during the said terms, employ himself efficiently and diligently and to the best of his ability and shall devote his whole time and attention to the assignment generally the PROJECT SITE WORK, carry out duties and work as assigned to him and shall obey and comply with all lawful order and directions given to him by the assigned PROJECT MANAGER / PROJECT LEADER or Officers superior to him, and shall honestly, diligently and faithfully serve the Company and use his utmost endeavor to promote the interest of the Company and make use of the opportunity for maximum learning.
7. That the said candidate shall not during the period of this agreement work directly or indirectly in any trade or business either as employer or partner or advisor or in any other capacity.
8. That the said candidate shall be just and faithful to the Company in all matters and shall not at any time except under legal process, divulge to any person whosoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or any information concerning management decision of the Company or of its dealings, transactions, or affairs which may come to his knowledge.
9. That, this agreement shall be determined upon the death of the said candidate and in that event, his legal heirs, executors, and administrators shall be entitled to a proportionate part of his salary and other legal dues computed till the date of his death and the candidate's heirs, executors, and administrators, shall not be liable to pay any liquidated damages.
10. That, if at any time during his employment, the said candidate is found guilty of misconduct or any willful breach or continuous negligence of the terms of this agreement or dereliction of the duties and / or instructions given to him from time to time by the Company, the Company may without prejudice to any other action as may be called for without any notice or payment in lieu of any notice, put an end to and determine the employment and said candidate with the Company, without prejudice to the above. The candidate shall be deemed to have brought about such a situation by his misconduct compelling the Company to put an end to his services and the candidate shall therefore, continue to be liable for all losses / damages to the Company, and the determining such situation will be based on the continuous comprehensive evaluation.
11. Understanding: The candidate has clearly understood the Company's plan, and intention to recruit him and he has expressed an explicit commitment towards the same. And any breach of the conditions from his side will affect the company for the effort the company has put in vitally viz :
 - Organization development plans as laid down by the company;
 - Cost of training being incurred;
 - Loss of alternate resource selection;

(Signature of the Candidate)


(Signature of the Employer)


12. That the said candidate shall not leave the service of the Company ordinarily until the completion of the three years with a view of the cost, cause, and effect that the Company is investing in the candidate. If he leaves services in breach of this agreement, the following conditions shall be attracted.

(a) **Liquidated Damages/Minimum Liability:** The said candidate agrees to pay to the company an amount of Rs.10,000/- per month for every service month completed towards liquidated damages for premature termination of the agreement at the instance of the candidate, during the first three years.

The said amount has been mutually agreed by and between the parties considering the circumstances of the case and also all the facts including the fact that the loss will be suffered by the company on this account (mainly for training expenses including the cost of infrastructure).

(b) During the training period of the first year, there will be a continuous comprehensive evaluation of the ability to understand the work assigned, attitude towards work etc. which will be the determining factors for arriving at the performance rating. Poor Performance rating shall mean demonstrating a continuous inability of grasping technical guidance, team skills etc. and in such cases, the Company reserves the right to take a decision on the candidate on his extending the training period or terminating the employment with the Company with or without notice and in which case there is no notice period compensation payable by the Company but the minimum liability clause will be applicable to the candidate as mentioned in clause (12 a) above.

(c) That in the event of any dispute or difference arising between parties hereto either during the subsistence of this agreement or afterward relating to this agreement, the same shall be referred to the Arbitration of the Company whose decision shall be final and binding on the parties. The provisions, of the Indian Arbitration Act, 1940, or any statutory modification or re-enactment thereof for the time being in force shall be applicable in HYDERABAD courts alone will have exclusive jurisdiction in all the matters connected with this agreement.

13. Upon joining the Company, this agreement forms an integral part of the appointment letter.

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month, and year first about written.

Witness Candidate Side:

Name:

Location:

Date:

Guarantor Candidate Side:

Name:

Location:

Date:

(Signature of the Candidate)

(Signature of the Employer)



BSCPL/HO-HR/REC/2023/1185
11th August 2023

Mr. Mudam Srikanth

S/o Sri. Surender

H.no - 1-39, Vill - Rampur, Huzurabad, Karimnagar, Telangana - 505498

E-mail id: srikanthmudham424@gmail.com

Mobile No: 9381360578

Sub: Appointment as Graduate Engineer Trainee

In continuation to our official e-mail dated 05th August 2023 to your College communicating about the selection of your candidature as **Graduate Engineer Trainee**, we have pleasure in making this appointment on the following T&C and as well mentioned in the attached Pre-Employment Agreement:

1. Annual CTC: Rs. 5,00,000/- (Annexure – Attached)

Under the new “GET special program – 2023” at BSCPL, you will be eligible for a Project Performance Allowance (PPA) i.e. a token of appreciation in addition to CTC. For a consistent performance of A+ and above, you will be rewarded with a delightful allowance of Rs. 1 lakh on successful completion of 3rd year, and Rs. 2 lakhs at the end of 5th year.

2. Benefits: You will be eligible for the following additional benefits free of cost when posted at the project site:

- Bachelor sharing accommodation (with a separate bed, bedroll and storage for belongings)
- Breakfast, Lunch and Supper (specially cooked and served on a standard menu)
- Provident Fund
- Group Health Insurance

3. Induction & Initial Training: You will undergo an induction program and on-the-job training (OJT) at our project camp in the month of October 2023 for about 30 days (location & address will be communicated to you through WhatsApp & e-mail).

4. Location of Posting: On completion of the induction program and OJT, your location of posting at our required projects like Maharashtra, Uttar Pradesh, Telangana, Andhra Pradesh etc. will be communicated.

5. Deputation or Transfer: As a part of the training program, you are likely to be deputed or transferred, to any office/project site that now exists or may be acquired later within India at any time.

6. Training Period: Your training period as GET will be for twelve months from the date of joining. The training period may be extended, if you have not attended training on all days or not fulfilled the Training Program objectives.



On successful completion of training period (as GET) of twelve months or an extended training period, your performance will be evaluated and you will be considered for the position of Junior Engineer at L3 in the hierarchy.

GET Service Agreement: You will be required to execute a mutual win-win service agreement, undertaking to serve the company for a minimum period of 3 years from the date of your joining.

Verification of academic documents: The appointment is further subject to verification of the particulars given by you on the application form. In case any particulars mentioned by you are found false or incorrect, your training period shall be terminated without any notice. This letter is valid for you to continue on the training subject to obtaining B.Tech provisional certificate within a reasonable period of time.

7. Alternate Dispute Resolutions: Any dispute or difference or claim arising out of this training shall be resolved among themselves through mutual negotiations. The relevant clauses in the trainee service agreement will form part of this appointment.

Please signify your acceptance of this letter through email to the undersigned as a token of agreement to the terms and conditions thereof, within a week time from the date of this appointment. In case, we do not receive any communication from you by that date, it is presumed that you are not interested in joining. Thereafter, this appointment shall be cancelled automatically.

Also, please scan and send the signed copy of the pre-employment agreement for our records.

We heartily welcome you to BSCPL family for constructing career dreams, brick by brick. **Looking forward to having you on board!**

Sincerely
for BSCPL Infrastructure Limited


V. Jagadeesh
Vice President - IA & HR



Acceptance:

I have read all the terms and conditions thereof and hereby accept my selection as "Graduate Engineer Trainee".

Signature of the Candidate

Place:

Date:

Annexure

Name of the Employee

Mudam Srikanth

Designation

Graduate Engineer Trainee

<u>CTC Per Month(Rs.)</u>			
Salary Component		First 6 Months	From 7th Month (on performance of A+ and above)
Salary	Basic + DA	12500	15000
	HRA	5000	6000
	Conveyance	1600	1600
	Other Allowance	5900	7400
A	Monthly Gross	25000	30000
Statutory Benefits	P.F.	1625	1950
	E.S.I.	-	-
	Gratuity	601	722
	EWS	100	100
	GHI/Medical	400	400
B	Statutory Benefits	2726	3172
Sub Total (A+B)		27726	33172
C	PPA - On successful completion of one year (on performance of A+ and above)	8495	8495
CTC Per Month (A+B+C)		36221	41667
CTC Per Annum		434657	500000
Deductions	P.F.	1500	1800
	E.S.I.	-	-
	EWS	100	100
	Professional Tax	200	200
D	Deductions	1800	2100
Take Home (A-D)		23200	27900

Note : - TDS as applicable.

(Signature of the Candidate)

(Signature of the Employer)





**D.E.C. INFRASTRUCTURE AND PROJECTS
(INDIA) PRIVATE LIMITED**



(FORMERLY KNOWN AS M/s. DAS ENGINEERING CO.)

CIN : U45209TG2008PTC060557

ENGINEERS ♦ CONTRACTORS

(Certified by ISO 9001:2015)

Date: 03rd -07-2023

Ref: D.E.C. Infrastructure/HO-HRD/Offer/294/2023

Ms. CHIPPALAPPELLY POOJITHA,

ADDRESS: 2-78, REPAKA D, REPAKA D, ADDAGUDUR MANDAL,
REPAKA(P), REPAKAPALLI, MOTHKUR, NALGONDA, TELANGANA 508277

Dear MS. POOJITHA,

Sub: Employment Offer Letter.

With reference to the interview and discussion, we are pleased to offer you an employment in the services of the Company as "GRADUATE ENGINEER TRAINEE - CIVIL" in our organization on the following primary conditions:

Your initial place of posting will be at our Head Office, Hyderabad; however, the Company reserves the right to transfer your employment based on Project requirements.

Your compensation on cost-to-company (CTC) basis is Rs 20,000/- (Rupees twenty thousand only) per month, subject to deduction of PT, ESI, EPF contributions of Employee and Employer, facilitation, any other statutory benefits including defined benefit, and any other provisions on the employment, as applicable. All Terms and conditions of this offer letter shall form part of appointment letter.

All other terms and conditions of your employment will be as per Company policy, and as applicable from time to time.

You will be on probation for **Three months** from the date of formal joining, and in case of unsatisfactory service or conduct during the period of probation; your services may be terminated without giving any notice. If you leave the Company on your own accord during the probation period for any reason, whatsoever, you may not be entitled to any salary for the probation period at the discretion of management. However, your notice period, in case of resignation, shall be one month from the date of formal resignation. You are requested to submit the joining documents as listed out in the attachment, based on which appointment letter will be issued.

We welcome you aboard, and the detailed appointment letter will be given to you at the time of joining the Company. We expect you to join us on or before 03rd July 2023, and any change to it will be subject to approval in writing from the undersigned.

Thanking you,

Very Truly Yours,

For D.E.C. Infrastructure & Projects Private Limited

Authorized Signatory



Ch. Poojitha

Employment offer Accepted
(CHIPPALAPPELLY POOJITHA)

Regd. Office : # 2-1-434/1, Street No. 4, Nallakunta, Hyderabad - 500 044, Telangana
Ph : 040-27666305, 66682513. e-mail : decinfrafin@gmail.com

Ph : 9676426403



RAHUL KARAN
MANAGING PARTNER



11-13-1057/3/102, Plot No. 274, Road No. 9, Near Ashta Lakshmi Temple,
Vasavi Colony, R K Puram, Hyderabad - 500 102. T.S.

Email : karanindustries2020@yahoo.com