



CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY

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



COMMITTED TO
RESEARCH,
INNOVATION AND
EDUCATION

45
years

DEPARTMENT OF ELECTRICAL & ELECTRONICS ENGINEERING

Index

5.2.1 Number of outgoing students who got placement during the year (Academic Year 2022-23)

S.No	Roll No	Name of student placed	Page Number
1	160119734001	Angel Sheeba Kaparathi	1
2	160119734002	Devika Rani Sanaboyina	2
3	160119734003	Gnana Prasanna Seggam	4
4	160119734004	Jayasree Mochi	7
5	160119734006	P.Lakshmi Sahitya	8
6	160119734008	Manasa Yenugula	11
7	160119734009	V.Maneesha	12
8	160119734010	Gundu Niharika	13
9	160119734011	Patil Sai Vaishnavi	16
10	160119734013	Smridhi	18
11	160119734015	M.Sneha Sundari	20
12	160119734017	Medam Soumya	23
13	160119734018	K.Vamshika	26
14	160119734019	Vijaya Chandana Vangaveti	29
15	160119734020	Kusa Yamini	30
16	160119734021	Abhinav Varma Vathadi	31
17	160119734025	Ramavath Aravind	33
18	160119734026	Aduvala Arun	36
19	160119734027	Dosapati Christopher Steven Moses	37
20	160119734029	G.Ganesh	40
21	160119734031	Mucherla Hari Praveen	43
22	160119734033	Naga Venkatasai Vishwanath	46
23	160119734034	Nishanth	47
24	160119734036	Nuthan Reddy Vaddi Reddy	49
25	160119734037	Kanikarapu Pavan Kumar	50
26	160119734038	Kadamalla Prapul	52

27	160119734040	M Rishi Praneeth	56
28	160119734042	A. Sai Abheesh	60
29	160119734046	Sai Ram Reddy Ginja	63
30	160119734049	Shiva Kumar Budevar	64
31	160119734052	Kalkuri Shivashanth	65
32	160119734053	Shiva Teja	68
33	160119734056	Lankala Sri Santh	71
34	160119734057	Gampa Suhash	73
35	160119734058	Kethanapally Susena Reddy	83
36	160119734059	Swapnil Vaitla	84
37	160119734060	Dareddy Thulasi Husen Reddy	85
38	160119734061	Anitha Kurri	87
39	160119734062	Firdous Anjum	90
40	160119734063	Burri Gowthami	91
41	160119734064	V Krishna Sree	94
42	160119734065	Chakka Lahari	98
43	160119734066	E.Manasa	101
44	160119734068	Prathyusha Nagavelli	104
45	160119734069	Chelle Sabhyata	114
46	160119734070	Singireddy Sai Naga Keerthana	116
47	160119734071	Bheemanadhuni Saimeghana	117
48	160119734072	B Sandhya	118
49	160119734073	Cheruku Sandhya	121
50	160119734074	Sharathdeepika Pasham	125
51	160119734075	Regu Shruthi	130
52	160119734076	Vinukula Sushma	131
53	160119734077	Kola Tharuni	133
54	160119734078	Vaishnavi Kale	134
55	160119734079	Dintakurthi Abhinay	135
56	160119734080	Polu Abishek Reddy	138
57	160119734082	Akhil Yasa	139
58	160119734083	Akshay Marla	141
59	160119734084	Aravind Reddy Amudala	144
60	160119734087	Gaddam Bhargav	146
61	160119734090	Thalari Hareesh	148
62	160119734092	Sambaraju Jashwanth	151
63	160119734093	Koushik Reddy Mushanolla	155
64	160119734103	Yuvaraj Praneeth	164
65	160119734104	Rahul Dhir	166
66	160119734108	Rushikesh Chowan	169
67	160119734109	Patlolla Sandeep Kumar	170
68	160119734110	Shiva Chetkuri	172
69	160119734111	Shivamani Pogula	175

70	160119734112	Shiva Teja Punna	176
71	160119734115	Chidurala Tharun Teja	178
72	160119734117	Tokala Vishnu Vardhan	180
73	160119734118	Vivek Chandra Atiketi	182
74	160119734301	Kola Srinivas	184
75	160119734302	Naraboina Pavan Kumar	188
76	160119734303	Deepaj	191
77	160119734304	Purna Chandar	195
78	160119734305	Lanka Akshaya	198
79	160119734306	Dhanavath Ashok	202
80	160119734308	G S S Varaprasad	205
81	160119734310	Avishetty Naveena	206
82	160119734311	Dara Akhil	209
83	160119734312	N P Vennela	211
84	160118734038	A Pujit Pavan	226
85	160118734093	Subhash K	227
86	160121766001	Khaja Izharuddin	228
87	160121766003	Pradeep Kiran Pothala	230
88	160121766004	Vinay Kumar madishetti	235
89	160121766006	Korra Vinod Kumar	237

Head of the Dept



Ref: 1

Date: September 29, 2022

Ms. Angel Sheeba Kaparathi
Gandipet, Hyderabad
Bhongir, Telangana.

Provisional offer of Employment

Dear Angel,

It gives us immense pleasure in inviting you to join ValueLabs as one of its valuable members. We believe that organizations grow and flourish, fueled by the enthusiasm and energy of the people who are willing to invest in to the future. We are happy that you are one such employee joining us in our effort to create a truly global corporation.

You have been selected for the “**Software Developer Engineer for Testing**” profile and will be designated as “**Software Engineer Specialist**” at band “S1” and your position will carry the following structure of compensation value:

- a) Year 1: You will join us at CTC of **INR 5,00,000 (INR 4,00,000 (fixed)+ INR 1,00,000 (variable) (INR five lakhs only (INR Four lakh (fixed) + INR One lakh (variable))** per annum
- b) Year 2: Your CTC will be revised **INR 6,00,000 (INR 5,00,000 (fixed)+ INR 1,00,000 (variable) (INR Six lakhs only (INR Five lakh (fixed) + INR One lakh (variable))** per annum
- c) Year 3: Your CTC will be revised to **INR 8,00,000 (INR 7,00,000 (fixed)+ INR 1,00,000 (variable) (INR Eight lakhs only (INR Seven lakh (fixed) + INR One lakh (variable))** per annum
- d) Thereafter, you will continue to receive bi-annual appraisals as per company standards

The total salary being paid by the company shall include all elements/components of Gross compensation package, given in any form i.e. in cash or kind. We will give you the break-up of salary separately at the time of joining.

Your designated date of joining would be **July 15, 2023** request you to send the acceptance within two working days from receiving the offer.

Please note that this offer and your employment at ValueLabs shall be contingent upon satisfactory references and background checks that may be conducted at any time from the date of this offer and shall include but is not limited to education, employment history, etc.

Your association and employment at ValueLabs will be governed by various employee-related policies and guidelines of the organization, as modified from time to time, and by the terms of the offer made in the letter, it will be also guided by the core values and beliefs of our organization. We are confident that you will contribute to the organization and its goals add value through your roles and strengthen ValueLabs.

The above-mentioned salary structure and the revisions contained therein are subject to the sole discretion of the organization, upon due evaluation and consideration of your conduct and performance as an employee.

Yours sincerely,

for ValueLabs LLP,

Authorized Signatory

Accepted Signature: _____

ValueLabs LLP

Plot # 41, Hitech City, Phase 2, Madhapur, Hyderabad - 500081

Ph: +91-40-6623-9000 | Fax: +91-40-6623-9100 | www.valuelabs.com





160119734002_Devika Rani_TATA

Offer: Computer Consultancy
Ref: TCSL/CT20223962077/Hyderabad
Date: 24/11/2022

Ms. Devika Rani Sanaboyina
1-2-597/28 G-3, G.V.S Towers, Opp Katta Mysamma Temple, Domalguda, Hyderabad, Telangana, 500029
Ramakrishna Math Road,
Hyderabad-500029,
Telangana.
Tel# 91-9440655297

Dear Devika Rani Sanaboyina,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20223962077

1



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 04/07/2023

160119734003_Seggam GnanaPrasanna_Accenture

Gnana Prasanna Seggam

C11884778

Shloka Womens Hostel, Santhosh Nagar ,Mehdipatnam, Hyderabad, Telangana - 500028

9390277522

Dear **Gnana Prasanna Seggam**,

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.

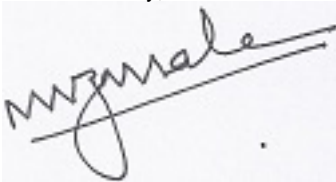
After accepting this Offer, we encourage you visit Countdown to the Company-

(<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

Gnana Prasanna Seggam



160119734004_Jayasree Mochi_Renix



placements rinex 08/12/2022

to hemamsu, ugs19034_bio.v... ▾



Dear Team,

Congratulations !!

PFA the list of students who have been selected for the post of Inside Sales Strategist at **Rinex**. Kindly confirm their joining date at the earliest so that we can issue their internship confirmation letter accordingly.

Sl.no	Name	Email ID	Branch	
1	Punna Vaishnavi	ugs19034_bio.vaishnavi@cbit.ac.in	Biotech	
2	Hima vamsi chirravuri	Hvchirravuri1936@gmail.com	Chemical	
3	G.Sowmya	gsowmya546@gmail.com	Civil	
4	V.Rohini Reddy	rohiniamy13@gmail.com	Biotech	
5	Mohammed Fasi Ahmed	fasiamed2001@gmail.com	Civil	
6	Pavan	Pavangoud5125@gmail.com	Mechanical	
7	VanamAnilkumar	vanamani5252@gmail.com	Mechanical	
8	Sai Anjan Kumar Vege	anjanvege22@gmail.com	Mechanical	
9	SARVEPALLI VENKATADRI BABU	venkat010302@gmail.com	ECE	
10	Dara Akhil	akhildara111@gmail.com	EEE	
12	Chapalamadugu Mahender	chapalamadugumahender@gmail.com	EEE	
14	Jeevan Kumar Gyni	jeevankumar12121@gmail.com	IT	
15	Pogula shivamani	Shivamanipogula123@gmail.com	EEE	Hold
16	GODAVARI SRI SAI AKHIL	akhilgodavari.17@gmail.com	EEE	
17	K Praveen Kumar	kanctekarpraveen@gmail.com	Mechanical	
18	Lakshmi Anusha Wudali	anuwudali2001@gmail.com	Mechanical	
19	Manupati Vijay Kumar	ugs19117_ece.vijay@cbit.org.in	ECE	
20	Rushikesh Chowan	rushikeshchowan@gmail.com	EEE	
21	Shiny Roseleen Manne	roseleen3702@gmail.com	EEE	
22	Marka Meghana	markameghanaa@gmail.com	IT	
23	Harini Bilakanti	harinibilakanti@gmail.com	IT	
24	Vasudev	vasujupaka9988@gmail.com	Production	
25	Anjali Vanam	anjalinvanam104@gmail.com	Mechanical	
26	Jayasree Mochi	jayasreemochi@gmail.com	EEE	
27	Kola Tharuni	kolatharuni20@gmail.com	EEE	
28	Y.S Mahati	mahatiys@gmail.com	CSE	

On Sat, 19 Nov 2022 at 14:31, hemamsu dasari <ugs19021_mech.hemamsu@cbit.org.in> wrote:

Good afternoon Sir.





160119734006_Peddapalli Lakshmi Sahitya_AVEVA

EMPLOYMENT AGREEMENT

16-NOVEMBER-2022

BETWEEN

AVEVA SOLUTIONS INDIA LLP

AND


PEDDAPALLI LAKSHMI SAHITYA

SIGNATORIES

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

SIGNED AND DELIVERED


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

DocuSigned by:

C2545A60523244F...

Name: **Shhyaam Konka**

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

EMPLOYEE

DocuSigned by:

6C313FA70F08467...

Name: **Peddapalli Lakshmi Sahitya**

Date: **18 November 2022**

ANNEXURE – 1

Total Cost To Company ₹ 6,50,000		
Salary Particulars	Monthly	Yearly
Basic	18747	224965
Allowances	25871	310452
House Rent Allowance	9374	112483
Special Allowance	12330	147965
Meal voucher	0	0
Telephone Allowance	0	0
Children Education Allowance	0	0
LTA	4167	50004
Company contribution to PF	2250	26996
Global Annual Bonus Plan		26771
Benefits		
Company Contribution to Gratuity		10816
Company contribution towards premium for the following categories of Insurance: ✓ Medical Insurance ✓ Group Term Life Insurance ✓ Group Personal Accident Insurance (Please refer to Annexure - 3 for more details)		50000
Total Cost To Company		650000

Note:

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

DocuSigned by:



C2545A60523244F...

DocuSigned by:



6C313FA70F08467...



Letter of Intent (LOI)

Superset ID: 2915533

Date: September 30, 2022

160119734008_Manasa_Cognizant

Dear Manasa Yenugula,

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.

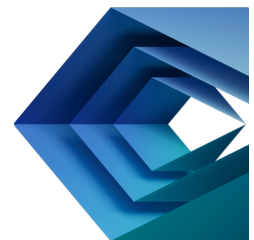
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

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





Mindtree Offer Letter

1 message

160119734009_Maneesha_MindTree

<Campus@mindtree.com>
To: MANEESHA.VUGGAM@gmail.com

Wed, 9 Nov, 2022 at 7:22 am

Dear Maneesha Vuggam,

Mindtree strives to be a leader in using digital technologies in everything we do, and this helps us in building a sustainable business. In this regard, please find attached your offer letter. This takes us to the next level of digital evolution in making a paperless office by implementing digital signature. As a next step, you should be digitally accepting this offer letter for your candidature with Mindtree to be processed further and completing your on-boarding activity.

Wishing you all the very best! Welcome to possible!

Please click [here](#) to view and sign the offer letter.

Note: This letter is valid for a period of five days from the date mentioned in this offer.

Regards,
Mindtree Talent Acquisition

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

160119734010_Niharika_Mindtree

Date: 05-Nov-2022

Name: Niharika Gundu

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Niharika Gundu,

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

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

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

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

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

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

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

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

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

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

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

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

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

Yours faithfully,
For MINDTREE Ltd.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.



Nov 7, 2022



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:

Niharika

Name:

Niharika Gundu

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

9949688501

Date of interview process:

18-Sep-2022



160119734011_Sai Vaishnavi Patil_PwC

Feb 2, 2023

Patil Sai Vaishnavi
Bangalore

PRIVATE AND CONFIDENTIAL

Internship Offer Letter and Terms and Conditions of Internship

Dear Sai Vaishnavi,

We are pleased to offer you an internship with PricewaterhouseCoopers Service Delivery Center – (Bangalore) Private Limited ("Company" or "PwC AC Bangalore").

Your work location will be **Bangalore**. Reporting lines and location are subject to change depending on business requirements.

If you accept this offer, your commencement date with us will be on **16 March, 2023** or such other date as may be communicated by us to you in writing ("Internship Commencement Date"). Your Internship end date will be on **16 August, 2023** You are being offered a fixed stipend of **INR.35,000/- per month Thirty Five Thousand Only**.

Other Terms:

1. **Internship Agreement:** Once you accept this offer, you will be required to sign an internship agreement ("Internship Agreement"), the format of which is attached to this offer letter ("Offer Letter"). Your internship with the Company will be on the terms of this Offer Letter and the Internship Agreement until the end of your internship with the Company in accordance with the Internship Agreement.
2. **Working Hours:** You will be required to work, for such hours as are reasonably necessary to meet the Company's requirements, in a variety of locations and for proper discharge of your duties. The working hours will be consistent with Company's policies and will include such reasonable working hours as might be required for performing your duties competently and to meet the Company's requirements. You hereby agree and volunteer to work during the night shift, as and when the Company feels that your services are required. You confirm that you have no objection whatsoever to work during the night shift, as per the Company's policies.
3. **Taxation:** Your stipend has been stated gross of tax. You will be responsible for all applicable Indian taxes on your stipend. In the event that you have sources of income or expense outside of your internship with the Company, you are responsible for ensuring adherence to the tax laws on those matters as well.
4. **Termination Notice:**
 - a. Your internship in the Company is subject to satisfactory verification of your certificates, testimonials and personal particulars/credentials. The Company reserves the right to conduct a background check (including criminal history record search, education and employment, and personal details verification) conducted on you directly or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the biodata with the Company or in the declarations made by you in this Offer Letter and/or the Internship Agreement, your internship is liable to be terminated forthwith without any notice or any further compensation from the day such discrepancies are identified.
 - b. Company retains the right to terminate your internship, without giving any notice or pay in lieu of notice, in case of any wrongful declaration, not clearing background verification, any non-compliance, indulging in unethical practices, misconduct, fraud or misappropriation of funds or breach of any terms of service or any policy of the Company
As such the Company may terminate your internship on an immediate basis for any of the following conduct on your behalf effective immediately.
 - i. acts of fraud, dishonesty or misconduct involving moral turpitude;
 - ii. commission or conviction of any criminal offence;
 - iii. engagement in any activity that you know or should know could harm the business or reputation of the Company;
 - iv. material failure to adhere to the Company's corporate codes, policies or procedures;



- v. continued failure to meet performance standards as determined by the Company;
- vi. a breach or threatened breach of any material provision of this Offer Letter or the Internship Agreement if it is not cured to the Company's satisfaction within a reasonable period after the Company provides you with notice to your address on the Company's records of the breach; provided that no notice and cure period will be required if the breach cannot be cured;
- vii. violation of any statutory, contractual, or common law duty or obligation to the Company, including without limitation the duty of loyalty.

In case of termination on account of any of the above reasons you will only be entitled to earned and unpaid stipend through the effective termination date.

(c) The Company may also terminate your internship for reasons other than those specified above or for no reason, effective upon a prior written notice of at least 15 days. In the event that the effective date of your termination is less than 15 days, you will receive payment of the net amount of stipend you are entitled to in lieu of the remaining notice period less any deductions or withholdings, as required by law.

(d) You agree to provide the Company with a prior written notice of at least 15 days if you wish to terminate your internship, which shall be effective at the end of the notice period unless agreed otherwise.

5. **Return of Property:** Upon termination of internship, you will be required to return all property (including but not limited to keys, records, notes, data, computer discs or tapes, memoranda, business cards, security passes and equipment) which is held in your possession, custody or under your control, belonging to or relating to business affairs of the Company.

6. **Acknowledgement:** You acknowledge that your joining the Company as an Intern will not breach any agreement relating to internship or the provision of services to which you are or have been a party.

The Company may amend or discontinue any of its plans, programs, policies and procedures at any time for any or no reason with or without notice to the extent permitted by law.

This Offer Letter and the annexures appended hereto form an integral part of the Offer Letter. Nothing in this Offer Letter or any annexures thereto shall be construed as creating an employer-employee relationship between the Company and you. Notwithstanding anything contained in this Offer Letter, you will not have a right to employment with the Company.

7. To indicate your acceptance and agreement with all the terms of this Offer Letter and the attachments including the Internship Agreement, please share the signed copy of the Offer Letter, no later than **4 February, 2023**. It is clarified that the Internship offer made to you under this Offer Letter will automatically lapse on **4 February, 2023** and will no longer be valid if we do not receive your signed acceptance of the Offer Letter. It is further clarified that the Internship offer under this Offer Letter is contingent upon you joining the services of the Company on the Internship Commencement Date. The Internship offer made to you under this Offer Letter, will be deemed withdrawn on your failure to join the services on the Internship Commencement Date.

Patil Sai Vaishnavi, we are excited about having you intern with us. On behalf of the PwC AC Bangalore team, we hope you find these terms and conditions suitable. If you have any questions about the contents of this letter, please do not hesitate to contact us_advisory_ac_india_hc_operations@pwc.com.

Yours truly,
For PricewaterhouseCoopers Service Delivery Center (Bangalore) Pvt. Ltd

Patil Sai Vaishnavi

Authorized Signatory

Date: Feb 2, 2023

I, Patil Sai Vaishnavi, accept the offer and terms of internship as detailed in this letter and the attached Internship Agreement.

Patil Sai Vaishnavi

Date: Feb 3, 2023



INTERNSHIP AGREEMENT

This Agreement ("Agreement") is between PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited ("Company" or "PwC AC Bangalore") and Patil Sai Vaishnavi ("You" and all similar references).

1. Definition

(a) "**Cessation Date**" means the effective date of cessation of your internship with PwC AC Bangalore.

(b) "**Offer Letter**" means the internship offer letter dated Feb 2, 2023 by which you were offered internship with PwC AC Bangalore and was accepted by you on Feb 3, 2023

2. Internship

(a) You accept the internship on the terms of the Offer Letter and this Agreement along with the exhibits thereto until the end of your internship with PwC AC Bangalore on the Cessation Date or in accordance with clause 4 of the Offer Letter.

(b) By signing this Agreement, you agree to:

(i) Devote your time and effort to PwC AC Bangalore's business and refrain from providing services to any other third party outside of the interests of PwC AC Bangalore or any of its subsidiaries;

(ii) Abide by all policies of PwC AC Bangalore, current and future, including but not limited to the Equal Opportunity policy attached as Exhibit A and the Anti-Harassment policy attached as Exhibit B to this Agreement;

(iii) Abide by the Confidentiality and Intellectual Property Agreement attached as Exhibit C to this Agreement; and

(iv) Abide by the terms of the Consent Form concerning personal data attached as Exhibit D to this Agreement.

(v) Work on any project to which you are assigned, unless there is a justifiable reason not to do so.

(c) You also confirm that you are not currently bound by any agreement that could prohibit or restrict you from interning with PwC AC Bangalore or from performing any of your duties under this Agreement.

3. Stipend

As of the commencement of your internship, PwC AC Bangalore will pay you a stipend as specified in the Offer Letter, less required and authorized withholdings and deductions. It is clarified that you are joining PwC AC as an intern and merely receiving a Stipend does not entitle you to the other benefits available to the Employees.

4. Covenants

While interning with PwC AC Bangalore, and for 6 months after your Cessation Date you shall not directly or through anyone else solicit, employ or retain any current employee of PwC AC Bangalore to perform Consulting Services. You agree that these obligations protect PwC AC Bangalore's legitimate interests without unreasonably restricting your ability to earn a living after leaving PwC AC Bangalore.

5. Entire Agreement

This Agreement and the Offer Letter forms the entire agreement between you and PwC AC Bangalore regarding these matters and supersede any verbal and written agreements on such matters. In the event of a conflict between the main body of this Agreement or the Offer Letter and the Exhibits, the main body of the Agreement or the Offer Letter shall take precedence. This Agreement may be modified only by written agreement signed by you and the Authorized Signatory of PwC AC Bangalore or their designee, provided that the policies of the Company may be amended at any time for any or no reason with or without notice to the extent permitted by law.

6. Severability

(a) If any provision of this Agreement is held invalid or unenforceable for any reason, the invalidity shall not nullify the validity of the remaining provisions of this Agreement.

(b) If any provision of this Agreement is determined by a court or arbitration panel to be unenforceable by reason of being overly broad in duration, geographical coverage or scope or unenforceable for any other



Letter of Intent (LOI)

Superset ID: 3358765

Date: September 30, 2022

160119734013_Smridhi_Cognizant

Dear Smridhi Uppala,

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.

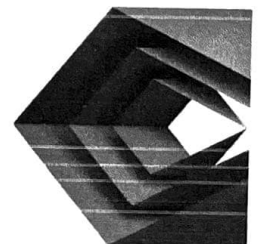
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

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





160119734014_Sneha Nalluri_SoCtronics



HR VEDA IIT 23/08/2022

to me, hr, hr, admin, hr.rect.trai... ▾

**Dear Sneha Nalluri,**

Based on your performance in the written test and Interview conducted by **VEDA IIT**, a Unit of the **VEDA Educational Society ("VEDA IIT")**, we are pleased to inform you that you are provisionally selected for the training at **VEDA IIT**, sponsored by SoCtronics Technologies Pvt. Ltd. ("**SoCtronics**"), Internship until successful completion of B.Tech course and subsequent employment as Engineer Trainee in VLSI Engineering with SoCtronics, subject to fulfillment of joining formalities of SoCtronics with regard to training, internship and employment, and execution of relevant documents thereof.

Initially, you are required to acknowledge the receipt of this email **within a day** and convey your formal willingness to accept the Letter of Intent (LoI) of SoCtronics in response to this email. On receipt of your acceptance, SoCtronics will share the soft copy of the formal LOI with you.

On receiving the LOI and your acceptance of the same via email, you will be required to complete the joining formalities as laid out in the LOI before starting the **VEDA IIT** training program that is tentatively scheduled from 29th August 2022.

Domain for training and subsequent employment :
VLSI Engineering.

In all your communications with SoCtronics and



160119734015_Sneha Sundari_LTIMindtree

Date: 09-Nov-2022

Name: Sneha Sundari M

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Sneha Sundari M,

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.

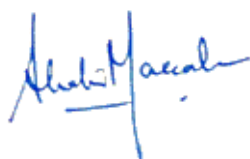
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

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.

M.Snehasundari
M.Snehasundari (Nov 10, 2022 13:38 GMT+5.5)

Nov 10, 2022



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:

M.Snehasundari

M.Snehasundari (Nov 10, 2022 13:38 GMT+5.5)

Name:

Sneha Sundari M

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

8309586138

Date of interview process:

18-Sep-2022



160119734017_Soumya Medam_Deloitte

Deloitte II Letter of Intent

1 message

USI Consulting Campus <usiconsultingcampus@deloitte.com>

Tue, 11 Apr 2023 at 19:49

Deloitte.

Deloitte Consulting India Private Limited | April, 2023



Congratulations!
Letter of Intent to Hire

Greetings from Deloitte!

On behalf of Deloitte Consulting India Private Limited (the “Employer” or “Company”), we are pleased to confirm our letter of intent to hire you.

We extend this letter of intent, 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.

As an acknowledgement of your acceptance of this letter of intent, please [click here](#) and share your acceptance (accept/decline) and provide us with a few details. Kindly do get back to us within three business days (April 14th, 2023) of receipt of this mail, after which period this offer shall lapse automatically.

A detailed offer letter describing the terms of your employment and related contingencies will follow **post your acceptance of this letter of intent**.

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 timings, at designated work-space and location as may be decided by the Company.

Everyone you have interviewed with joins me in welcoming you. We at Deloitte are looking forward to you joining us. If you wish to gain any further clarity, please feel free to contact us.

Please note that Aadhaar card with complete date of birth (dd/mm/yyyy format) is required for creating UAN number for PF account. In case you have not shared your Aadhaar in the correct format, request you to please update it on priority (refer attached document FAQ on E-Aadhaar for further guidance to obtain the same from the UIDAI portal). This is a very crucial part of offer release.

[Click here to write to us](#) in case you may have any queries. Thank you!

Regards,
Campus Recruitment team

About Deloitte

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (“DTTL”), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as “Deloitte Global”) does not provide services to clients. In the United States, Deloitte refers to one or more of the US member firms of DTTL, their related entities that operate using the “Deloitte” name in the United States and their respective affiliates. Certain services may not be available to attest clients under the rules and regulations of public accounting. Please see www.deloitte.com/about to learn more about our global network of member firms.

This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited (“DTTL”), its global network of member firms or their related entities (collectively, the “Deloitte organization”) is, by means of this communication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser.

No representations, warranties or undertakings (express or implied) are given as to the accuracy or completeness of the information in this communication, and none of DTTL, its member firms, related entities, employees or agents shall be liable or responsible for any loss or damage whatsoever arising directly or indirectly in connection with any person relying on this communication. DTTL and each of its member firms, and their related entities, are legally separate and independent entities.

Copyright © 2023 Deloitte Development LLC. All rights reserved.

About the network
About the Deloitte global network

<https://www.deloitte.com/>

This message (including any attachments) contains confidential information intended for a specific individual and purpose, and is protected by law. If you are not the intended recipient, you should delete this message and any disclosure, copying, or distribution of this message, or the taking of any action based on it, by you is strictly prohibited.

Deloitte refers to a Deloitte member firm, one of its related entities, or Deloitte Touche Tohmatsu Limited ("DTTL"). Each Deloitte member firm is a separate legal entity and a member of DTTL. DTTL does not provide services to clients. Please see www.deloitte.com/about to learn more.

v.E.1



07-Apr-2023

160119734018_Vamshika Katikam_Cognizant

Candidate ID: 24888022

Vamshika Katikam
B.E. Electrical & Electronics Engineering
Chaitanya Bharathi Institute of Technology, Hyderabad

Dear **Vamshika Katikam**,

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:

11:36



4G

160119734019_Vijaya Chandana_Tech Lego



Lalith Pavan 3 Jun 2023



to me, Alan ▾

Dear Vijaya Chandana,

I hope this email finds you well. I am delighted to inform you that you have been selected as one of the successful candidates for the position of Bubble.io Developer at Tech Lego! We were highly impressed by your skills, qualifications, and passion for visual development platforms. We believe that you will be a valuable asset to our team.

At Tech Lego, we strive to build innovative and cutting-edge solutions using Bubble.io. As a Bubble.io Developer, you will play a vital role in developing and maintaining our applications, collaborating closely with our talented development team, and contributing to the success of our projects.

On behalf of the entire team, I extend our heartfelt congratulations on your selection. We would like to have your Name and address so that we can share the employment contract with you.

Incase of any doubts, feel free to contact us over the mail or phone.

Looking forward to speaking with you soon.

Best Regards,



ValueLabs - Offer Letter

Inbox



compensation 12/9/2022



to me, connect ▾

Dear Yamini kusa,

Congratulations!

We are pleased to extend you an offer to join **ValueLabs**.

We believe you will be an excellent addition to our team and are looking forward to having you on-board.

Please find attached the digitally signed 'Offer Letter' outlining your compensation structure, date of joining and other terms and conditions which are applicable for successful employment with **ValueLabs**.

Once again accept our congratulations on soon becoming a part of the **ValueLabs** family!

The file is password protected, please use your 'Date of Birth' as per the records (DDMMYYYY) to access the document.

Example: If your 'Date of Birth' is 2nd of January 1985, then password is 02011985.

Note: Please sign the offer letter and revert with a digital/ scan copy of the duly signed letter to connect@valuelabs.com at the earliest.

Best Regards,





160119734021_Abhinav varma_Micron

November 03, 2022

Vathadi Abhinav Varma
Flat.No-205,Sri saw Towers,Bachupally
Hyderabad, Telangana, India 500090
6301297216,
abhinavvathadi@gmail.com

Dear Vathadi Abhinav Varma:

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

1. Reporting and Location

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

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

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

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

2. Term

Your internship is for a term of approximately 05 Months, starting on February 06, 2023, up until July 07, 2023 (the period between these two dates being the "Term"), subject to the parties' rights of termination under clause 4 of the Standard Terms and applicable law.

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

3. Hours

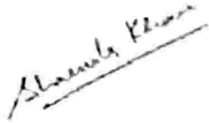
Your initial hours of attendance during your internship are:

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

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

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

Yours sincerely



Sharmila Khan
Director, Regional Business Partner - (India)

To: Micron Technology Operations India LLP

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



Signature

01/03/2023

Date (mm/dd/yyyy)



160119734025_Ramavath Aravind_Mindtree

Date: 05-Nov-2022

Name: Ramavath Aravind

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Ramavath Aravind,

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

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

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

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

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

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

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

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

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

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

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

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

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

Yours faithfully,
For MINDTREE Ltd.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.



Nov 8, 2022



Self-Declaration:

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

Candidate Signature:

Name:

Ramavath Aravind

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

9390786031

Date of interview process:

18-Sep-2022



RACEnergy
Brand of Reddy Automotive Pvt. Ltd.
5-8-326/2 & 4, Public Garden Road
Nampally, Hyderabad – 500 001
Telangana, India

M: hello@racenergy.in
P: +91 77280 86678

160119734026_ADUVALA ARUN_RACEnergy

Date: 24/11/2022
Place: Hyderabad

OFFER OF EMPLOYMENT

To,
Mr. Aduvala Arun,
Hyderabad.

Dear **Mr. Aduvala Arun,**

With reference to your application and subsequent interview, we are pleased to inform you that your candidature has been accepted by the management and offered you a position of **Graduate Engineer Trainee** at Hyderabad. You will be reporting to **Mr. Anvin Arackal** on terms as stipulated herein:

1. You are required to join our organization at **Hyderabad** on **03/07/2023**.
2. The compensation package is **CTC ₹ 8,00,000/-** per annum.
3. You will have to furnish following documents at the time of joining:
 - a. Original education certificates for verification.
 - b. Original relieving letter & experience letter & pay slips from current organization.
 - c. Copy of aadhar card and pan card.
 - d. Two passport size recent color photographs.
4. Our offer is made based on the information furnished by you. However, if there is a discrepancy in the information furnished or in the copies of documents or certificates given by you as a proof of above we retain the right to review/withdraw our offer of employment.
5. Please confirm your acceptance of this offer by return e-mail. If you fail to join your duties as above or if we do not receive confirmation of your acceptance of this offer within three days from the date of receipt of this offer, the offer stands automatically cancelled/ withdrawn.
6. RACEnergy uses a **six months' probation** time frame for new employees. This time frame lets you assess your readiness for the position as well as allows us to determine your ability to do the job. You will be provided necessary training and performance feedback during that time frame as part of your on-boarding.
7. For any further clarifications please contact us at **jobs@racenergy.in**

Wishing you all the best
Yours Regards,

Gautham M
Managing Director

Date: 08/02/2023

Ref: TMEIC/GET/2023/43

Mr. Steven Moses

H.No:9-177, Plot.no-26, Sree Gayatri nagar,
Jillelaguda, Meerpet, K.V.Ranga reddy,
Telangana-500097

Dear **Mr. Dosapati Christopher Steven Moses**,Sub: **Offer for Training with the Organization.**

Thank you for exploring career opportunities with TMEIC Industrial Systems India Pvt. Ltd. We are pleased to inform you that based on the interviews conducted recently, you are selected as “**Graduate Engineer Trainee**” in our organization. You shall undergo training in our organization for a period of one year commencing from the date of your joining the organization.

As informed by your educational institute, your final examinations are due to get completed in the 2nd week of June 2023 and you will receive your results and certificates by First week of July 2023.

Your selection as a Trainee in our organization is subject to your passing the final academic exams in the first attempt (B. Tech or M. Tech as the case be) and acquire the degree. Please note that you will have to produce the final passing certificate along with the marksheet to the organization immediately after the declaration of the results.

Considering the foregoing, you are required to join the organization tentatively between 10th July 2023 to 20th July 2023. The exact date of joining will be communicated to you. In the event of failing to acquire the required qualification and/or submitting the marksheet and passing certificate, this offer of traineeship will stand withdrawn. Also, if you fail to join on the date communicated to you, this offer will stand withdrawn.

Initially you shall be based at our office at **Unit # 03-01, Third Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081**. In times to come, based on the requirements, you may be placed at any other locations where the company has factory, office or business activities, either in India or abroad.

During the training period, you will be paid an all-inclusive/Cost to Company (CTC) compensation of **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Additionally, you will also be paid a one-time amount of **Rs. 50,000/-** (Rupees Fifty Thousand Only) as Bonus for successful completion of the training with satisfactory level of performance. This one-time payment shall be made to you at the end of your training period. In case you leave on your own or the management terminates your traineeship for whatever reason before the said period of one year or you fail to perform as per the expectations of the management, you shall not be eligible for receiving the above mentioned one-time amount.

The details of your Compensation and Benefits is mentioned in **Annexure-A**. The terms and conditions that will govern your training are mentioned in **Annexure-B**.

This offer automatically stands terminated at the end of the period of one year, unless you are informed otherwise about further extension of training in writing by the management.

In case of further clarifications, please feel free to contact Mr. Karthik Rao Joginipelly on mobile: 9885337177 or email: karthikrao.joginipelly@tmeic.in.

We welcome you to **TMEIC India** and look forward to a long and mutually beneficial association.

For **TMEIC Industrial Systems India Pvt Ltd.**

Uttam Rathod
Head – Corporate HR

Encl.: Annexure – A (Compensation Details)
Annexure – B (Terms & Conditions of Training)

TMEIC Industrial Systems India Private Limited

Unit # 03-01, 3rd Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081, Telangana, India
CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | Tel: +91 40 4434 0000 | Fax: +91 40 4434 0034

Annexure – A**COMPENSATION DETAILS**

Fixed Component	Monthly (INR)	Annual (INR)
I) Basic Salary	21500	258000
II) Other Flexi Allowances	6886	82630
A) Total Fixed Components (I+II)	28386	340630
Benefits		
III) Employer's contribution to the Provident Fund as per the provisions of the PF Act (@ 12% of Basic Salary)	2580	30960
IV) Gratuity (As per the provisions of the Gratuity Act)		12410
V) Notional Value of Insurance Premium paid by the company for Group Mediclaim Policy, Group Personal Accident Policy & Group Term Life Insurance Policy		16000
B) Total Benefits (III+IV+V)		59370
CTC (A+B)		400000

Other Flexi Allowances	
The other Flexi allowances and their permissible limits are as follows:	
Allowance	Permissible Limit
House Rent Allowance	0-40 % of Basic
Leave Travel Allowance*	Rs.0 to Balance
Meal Coupons	Rs.13,200 per annum or Rs.26,400 per annum.
Special Allowance	Balance Amount
*Leave Travel Allowance: Reimbursement can be claimed in accordance with the Income Tax rules. Unclaimed amount if any at end of the financial year will be taxed and credited to employee account.	

Insurance Benefits
Group Term Life Insurance - Maximum amount covered is equal to Ten times of CTC, subject to a maximum of 1 Crore.
Group Personal Accident Insurance - Maximum amount covered is equal to Two times of CTC.
Group Mediclaim Policy – Maximum Medical Insurance Coverage is INR 4,50,000 for Self, Spouse, Children and Dependent Parents.

For TMEIC Industrial Systems India Pvt Ltd.

Uttam Rathod
Head Corporate HR

TMEIC Industrial Systems India Private Limited

Unit # 03-01, 3rd Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081, Telangana, India
CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | Tel: +91 40 4434 0000 | Fax: +91 40 4434 0034

Authorisation

Only those authorized by a specific power of attorney may sign legal documents, representing the Company.

6. Overseas Service Agreement

As the Company will be spending substantial amount of time and money for your deputation / secondment abroad, you may be required to sign a deputation agreement with the Company and also execute a Surety Bond on such terms, as the Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving the Company for a stipulated period).

7. Intellectual Property Rights

All intellectual property rights, including, but not limited to, Patents, Copyrights, Methodologies, Designs and Semiconductor chips shall be assignable to the Company and shall be deemed to be "work made for hire". You shall execute/sign such documents for this purpose, as and when required by the Company.

8. Jurisdiction

Even though the Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your training will be the courts in Secunderabad only.

9. General

The above terms and conditions including those in Annexure - A (Compensation Details) are based on prevailing Company policies, procedures and other rules currently applicable in India as well as overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Travel, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as shall be in force from time to time.

10. Joining Procedure

At the time of joining, you are requested to submit the following documents:

- a) Self - attested copies of certificates supporting your qualifications (from schooling onwards to highest degree) along with marks sheets.*
- b) Five colored passport sized photographs.
- c) Attested copies of
 -) Passport /Driving License
 -) Aadhar Card
 -) PAN card

* Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer.

For TMEiC Industrial Systems India Pvt Ltd.



Uttam Rathod
Head Corporate HR

Acceptance and Acknowledgement

I, Steven Moses, hereby acknowledge that I have read all the terms and conditions mentioned above in the offer for training with the organization and confirm my acceptance to the same.

.....
(Signature)

Date:

TMEiC Industrial Systems India Private Limited

Unit # 03-01, 3rd Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081, Telangana, India
CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | Tel: +91 40 4434 0000 | Fax: +91 40 4434 0034

**Letter of Intent (LoI)****Ref No:** SoCT/LoI/ET**Date:** 24-08-2022

160119734029_Ganesh Gundeboina_SoCtronics

Name: Ganesh Gundeboina**College:** Chaitanya Bharathi Institute of Technology Hyderabad**Dear** Ganesh Gundeboina,**Sub:** Selection as **Engineer Trainee** - Regarding

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

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

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

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

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

I. Joining Formalities to be completed are as follows:

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

Place:

Date:

Name:

Signature:

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

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

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

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

Place:
Date:

Name:
Signature:



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

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

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

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

With best wishes,

For SoCtronics Technologies Pvt. Ltd.

Authorized Signatory

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

Received the original Letter of Intent: Name: Ganesh Gundeboina Signature: _____

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

Place:
Date:

Name:
Signature:



**Letter of Intent (LoI)**

Ref No: SoCT/LoI/ET

Date: 24-08-2022

Name: Hari Praveen MUCHERLA

College: Chaitanya Bharathi Institute of Technology Hyderabad

Dear Hari Praveen MUCHERLA,

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

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

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

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

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

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

I. Joining Formalities to be completed are as follows:

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

Place: Hyderabad
Date: 25/08/2022

Name: M. Hari Praveen
Signature:

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

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

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

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

Place: Hyderabad
Date: 25/08/2022

Name: M. Hari praveen
Signature: [Signature]



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

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

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

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

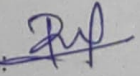
With best wishes,

For SoCtronics Technologies Pvt. Ltd.

Authorized Signatory


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

Received the original Letter of Intent: Name: Hari Praveen MUCHERLA

Signature: 

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

Place: Hyderabad
Date: 20/08/2022

Name: M. Hari praveen
Signature: 



Name: Naga venkata sai vishwanath

Address: Sr hostel, gandipet, hyderabad,
Hyderabad, Telangana.

Internship Offer

Dear **Naga venkata Sai**,

On behalf of ValueLabs, we are pleased to extend to you this offer of internship with the **SD** team at ValueLabs. Please be advised that you are expected to accept this offer within one (1) day of the receipt of this offer letter, failing which, this offer shall be revoked from our end. You may send us your acceptance by replying to the email containing this offer letter.

Upon acceptance of this offer, your internship period shall begin on **January 02, 2023** and shall end on **June 02, 2023**. During this period, you will receive a stipend of **INR 35000 (INR Thirty Five Thousand Only) per month**. However, you will not be eligible to receive any other employee benefits that a regular ValueLabs employee can avail, including but not limited to, health insurance, paid leaves or holidays, etc.


You are expected to work (9) hours per day, including one (1) hour of break time, for five (5) days in a week. Your leaves during the internship period will be governed as per ValueLabs leave policies. Any *ad hoc* leave requests shall be subject to the discretion of your reporting manager and if approved, it shall be deemed as loss of pay.

By accepting this offer and the attached Internship Agreement, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the Company will be successful and rewarding. We look forward to having you on board!

Yours Sincerely,

For ValueLabs LLP,



Bhanu Kishore Rampalli
President

ValueLabs LLP

H-02 Building, Phoenix Infocity Pvt Ltd., IT/ITES Special Economic Zone
Hitech City 2, Behind Dell campus, Gachibowli Village, Hyderabad - 500081
www.valuelabs.com





yogeetha.bm@nslhub.c... 11 Jan

to me, leadership.operations,...



160119734034_Nishanth Ayyalasomayajula_Brane

Dear Mr. Nishanth,

"Greetings from Brane Services Private Limited"!!!

We are delighted to extend this offer of employment for the position of **"Internship"** with **effective 16 Jan 2023**.

Please find enclosed the Internship offer letter for your reference.

We request you to go through the internship offer letter in detail and send your acceptance by responding to this email on or before **11 Jan 2023**.

Congratulations!!!



Yogeetha BM

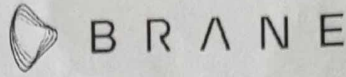
Solution Leader - **Leadership**

Mobile: +91 8660668875

Email: yogeetha.bm@nslhub.com

Sasi Icon (Q HUB), Road No. 36
Jubilee Hills, Hyderabad - 500033, India.

www.nslhub.com



INTERNSHIP OFFER LETTER

Date: 10/01/2023

Place: Hyderabad

Nishanth Ayyalasomayajula, S/O: A B S R Sarma, Flat No-204, Swathi Block, Medha Rejoice, Attapur, Hyderabad.

Dear Mr. Nishanth Ayyalasomayajula,

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

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

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

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

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

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

Thanking you,
for **Brane Services Private Limited**

Raghava Avvari
HR Head

Brane Services Private Limited

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

TG-500081

Internship Offer Letter

27th January 2023

Mr./Ms. Nuthan Reddy Vaddi Reddy,
S/o. Venkat Reddy,
Branch – Electrical and Electronics Engineering.
Roll number – 160119734036.
College – Chaitanya Bharathi Institute of Technology (CBIT).

Dear Mr./Ms. Nuthan Reddy Vaddireddy,

Subject: Internship Offer.

In reference to your application we are pleased to inform you that you have been considered for the internship with **Aktrix Technologies Pvt Ltd.**

As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in product development and PoCs.

The project technical details are:

Platform: HTML, CSS, Java Script, Python, Azure, AWS, Java, Springs & Hibernate, MySQL, Android & iOS.

Project Name: Olonix Product: Olo.

As an Intern, you will be entitled to a stipend of Rs.12,000/- per month and your anticipated joining date is Feb 3,2023.

We welcome you to Aktrix Technologies family and look forward to a fruitful collaboration.

With best wishes,

For Aktrix Technologies

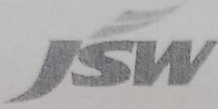


V. V. Gopal Reddy
HR Manager



By signing and dating this letter below, I, **Nuthan Reddy Vaddireddy** accept this Internship Offer with Aktrix Technologies on the terms and conditions set out in this letter.

Signature: _____



21st February, 2023

160119734037_Pavan Kumar_JSW

Dear Graduate Engineer Trainee,

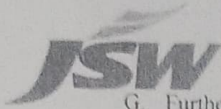
WELCOME TO THE JSW GROUP

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Graduate Engineer Trainee ("GET")** in 'L08T' grade and your subsequent appointment will be subject to the following terms and conditions:

- A. Your initial remuneration as a GET during training period with JSW shall be **Rs. 8 lakhs per annum ("CTC")**.
- B. You shall be eligible for **Rs. 1.5 lakhs ("Retention Bonus")** spread over 2 years.
- C. This offer is valid subject to your **Graduation Passing with Min 60% aggregate**.
- D. The location where you shall be posted to shall be communicated to you by May, 2023. You are requested to **report at your assigned location a day prior to your Joining day**. Your appointment shall be final subject to the following conditions of eligibility:
 - a. You having secured at least 60% in your 10th and 12th standard examinations,
 - b. You having completed the B. E/ B.Tech course with a First Class (aggregate 60% or equivalent or more and as per University declaration). In case you fail to clear your degree, then the offer shall be revoked.
 - c. You having being declared medically fit by a certified medical practioner and having provided the necessary documents to such effect. In the event of any medical abnormality, your offer will stand cancelled.
 - d. You having cleared all reference checking and submission of the following documents at the time of your joining:
 - o Originals & Copies of all Educational Certificates – S.S.L.C, H.S.C, UG/PG, Additional qualifications (If any)
 - o Proof of your Date of Birth
 - o PAN Card / Aadhar Card
 - o 5 Passport size photographs
 - o Submission of medical fitness as per the medical tests prescribed by JSW.
 - o Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
- E. In the event of you not meeting any of the conditions of eligibility stated above, you shall not be eligible for appointment and the offer of appointment shall stand revoked and withdrawn with immediate effect. In the event of you furnishing any wrong, inaccurate information or suppressing any of the information, your appointment as well as this offer, shall be terminated and revoked with immediate effect.
- F. A detailed "Appointment Letter" will be issued to you upon your joining, subject to you fulfilling the conditions of eligibility as stated above. You shall be required to abide by all the terms of the Appointment Letter at all times during your tenure with JSW.



Part of O. P. Jindal Group



- G. Further, at any time, during your tenure with JSW, you may be deputed or transferred to any of JSW's plant locations, unit, site across India or overseas including JSW's partly or fully owned affiliate, subsidiary, group companies or promoter establishment, as per the requirement of JSW.
- H. The terms of this LoI are strictly confidential and should be treated as privileged information between you and JSW and you are expected to maintain such information appropriately.
- I. This offer and the terms of this LoI apply to the person above named and as identified by JSW through its recruitment process. This offer or its conditions shall not be construed to the benefit of any other person at any time.
- J. You shall be governed by and shall be subject to JSW's HR Policies, code of conduct, standing orders, and such other rules, regulations and guidelines applicable to your category and location of posting, as prevailing under applicable law at the time of your joining JSW or as may be subsequently modified, amended or replaced from time to time.
- K. You acknowledge that in case of your subsequent appointment with JSW, you shall not accept any other training or employment or otherwise directly or indirectly be engaged with any trade, business or pursuit on your own account or as an agent for others, without the prior consent of JSW.
- L. This LoI shall be governed by the laws of India and in the event of any dispute hereof, the appropriate courts in Mumbai shall have exclusive jurisdiction to adjudicate such disputes.
- M. This LoI supersedes all and any other offer/ communication, whether oral or in writing, issued to you earlier.

Kindly confirm acceptance of the above offer via email (gulistaan.ragina@jsw.in / jsw-calyxpod@calyxpod.com) latest within 3 days of the receipt of this LoI by you, as a token of your having read, understood and accepted the offer, failing which this LoI shall stand cancelled, withdrawn, revoked and shall become void.

We welcome you to the JSW family and look forward to you joining us. We are confident that you will find new challenges, opportunities and satisfaction in your association with JSW.

With Best Wishes,

Yours sincerely,

Dilip Pattanayak

President & CHRO – Steel & Corporate

For JSW Steel / Paints / Infrastructure / ONE Platform

I am accepting

r Pavan Kumar
29/03/23



29 Oct 2022

160119734038_Prapul_CLOUD4C

To

Kadamalla Prapul,
Hyderabad.

OFFER LETTER

Dear Kadamalla Prapul,

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 “Cloud4C Services Pvt. Ltd.”

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

1. 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 **Cloud4C Services Pvt. 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 | : | Kadamalla Prapul |
| 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 **Cloud4C Services Pvt. Ltd.**

P Rajani Reddy
Authorized Signatory



M Rishi Praneeth <praneeth625255@gmail.com>

Welcome to Deloitte family! || Goodies Survey ||

1 message

USI Consulting Campus <usiconsultingcampus@deloitte.com>

Mon, Oct 3, 2022 at 8:37 PM

160119734040_Rishi Praneeth Meesala_Delloitte

Deloitte | Oct 2022

Congratulations!

Welcome to
Deloitte family!

Dear Candidate,

Congratulations on being
offered a role with **Deloitte**.

We are looking forward to
having you onboard.

While we will be reaching out
to you for key
information/documents to
release the offer, we wanted
you to fill in a short survey as
a part of next steps.

[Click here to take
the survey](#)

The deadline to take the survey is **Oct 4th, 2022 before 11:00 AM.**

Once we decide on the joining dates, we will be sending you an offer letter with all the details. Please note that you are required to stay at the address provided in this survey until you receive the goodies.

Please note that Aadhaar card is mandatory for all new joiners with the date of birth in the **DD/MM/YYYY format only**. Hence, request you to apply for the same in case you do not have it.

Regards,

**US India Campus
Recruitment team**



About Deloitte

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (“DTTL”), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as “Deloitte Global”) does not provide services to clients. In the United States, Deloitte refers to one or more of the US member firms of DTTL, their related entities that operate using the “Deloitte” name in the United States and their respective affiliates. Certain services may not be available to attest clients under the rules and regulations of public accounting. Please see www.deloitte.com/about to learn more about our global network of member firms.

This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited (“DTTL”), its global network of member firms or their related entities (collectively, the “Deloitte organization”) is, by

means of this communication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser.

No representations, warranties or undertakings (express or implied) are given as to the accuracy or completeness of the information in this communication, and none of DTTL, its member firms, related entities, employees or agents shall be liable or responsible for any loss or damage whatsoever arising directly or indirectly in connection

Copyright © 2022 Deloitte Development LLC. All rights reserved.

This message (including any attachments) contains confidential information intended for a specific individual and purpose, and is protected by law. If you are not the intended recipient, you should delete this message and any disclosure, copying, or distribution of this message, or the taking of any action based on it, by you is strictly prohibited.

Deloitte refers to a Deloitte member firm, one of its related entities, or Deloitte Touche Tohmatsu Limited ("DTTL"). Each Deloitte member firm is a separate legal entity and a member of DTTL. DTTL does not provide services to clients. Please see www.deloitte.com/about to learn more.

v.E.1

8 attachments








-  **image001.png**
9K
-  **image019.png**
4K
-  **image020.png**
4K
-  **image021.png**
4K
-  **image022.png**
4K
-  **image023.png**
5K
-  **image024.png**
4K



image025.png
3K

160119734042_abheesh annaiah_Mindtree

Date: 05-Nov-2022

Name: Sai Abheesh Annaiah

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Sai Abheesh Annaiah,

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

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

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

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

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

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

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

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

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

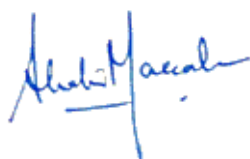
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

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

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

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

Yours faithfully,
For MINDTREE Ltd.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.



Nov 5, 2022



Self-Declaration:

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

Candidate Signature:

Name:

Sai Abheesh Annaiah

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

8341154600

Date of interview process:

18-Sep-2022



INTERNSHIP OFFER LETTER

Date: 10/01/2023

Place: Hyderabad

Sai Ram Reddy Ginjala, S/O: Dhamodhar Reddy, Plot No-128, Srinivas Nilayam, Narsingi, Hyderabad-500075.

Dear **Mr. Sai Ram Reddy Ginjala,**

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

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

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

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

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

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

Thanking you,
for **Brane Services Private Limited**

Raghava Avvari
HR Head

Brane Services Private Limited

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

TG-500081



Acknowledgement and Acceptance:

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

Signed by
Name : SAI RAM REDDY GINJALA.

Father/Mother Name : G. DHAMODHAR REDDY

Age(In Years) : 21 YEARS

Permanent Address : PONNEKAL (VIL)
KAMMEPALLI (MAN)
KHAMMAM (DIS) 57210.

Communication Address : PLOT NO' 128,
SRINIVAS NILAYAM, NARSINGI
HYDERABAD, 500075

College Name and Address : CHAITANYA BHARATHI INSTITUTE OF
TECHNOLOGY, GANDI PET, TELANGANA, 500075

College Professor Reference : 11.1.23

HEAD
Dept. of EEE, CBIT (A)
Gandipet, Hyderabad-75

Brane Services Private Limited

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

TG-500081



160119734052_Shiva Shanth_Deloitte

Deloitte II Letter of Intent

1 message

USI Consulting Campus <usiconsultingcampus@deloitte.com>

Tue, 11 Apr, 2023 at 19:49

Deloitte.

Deloitte Consulting India Private Limited | April, 2023



Congratulations!
Letter of Intent to Hire

Greetings from Deloitte!

On behalf of Deloitte Consulting India Private Limited (the “Employer” or “Company”), we are pleased to confirm our letter of intent to hire you.

We extend this letter of intent, 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.

As an acknowledgement of your acceptance of this letter of intent, please [click here](#) and share your acceptance (accept/decline) and provide us with a few details. Kindly do get back to us within three business days (April 14th, 2023) of receipt of this mail, after which period this offer shall lapse automatically.

A detailed offer letter describing the terms of your employment and related contingencies will follow **post your acceptance of this letter of intent**.

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 timings, at designated work-space and location as may be decided by the Company.

Everyone you have interviewed with joins me in welcoming you. We at Deloitte are looking forward to you joining us. If you wish to gain any further clarity, please feel free to contact us.

Please note that Aadhaar card with complete date of birth (dd/mm/yyyy format) is required for creating UAN number for PF account. In case you have not shared your Aadhaar in the correct format, request you to please update it on priority (refer attached document FAQ on E-Aadhaar for further guidance to obtain the same from the UIDAI portal). This is a very crucial part of offer release.

[Click here to write to us](#) in case you may have any queries. Thank you!

Regards,
Campus Recruitment team

About Deloitte

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (“DTTL”), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as “Deloitte Global”) does not provide services to clients. In the United States, Deloitte refers to one or more of the US member firms of DTTL, their related entities that operate using the “Deloitte” name in the United States and their respective affiliates. Certain services may not be available to attest clients under the rules and regulations of public accounting. Please see www.deloitte.com/about to learn more about our global network of member firms.

This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited (“DTTL”), its global network of member firms or their related entities (collectively, the “Deloitte organization”) is, by means of this communication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser.

No representations, warranties or undertakings (express or implied) are given as to the accuracy or completeness of the information in this communication, and none of DTTL, its member firms, related entities, employees or agents shall be liable or responsible for any loss or damage whatsoever arising directly or indirectly in connection with any person relying on this communication. DTTL and each of its member firms, and their related entities, are legally separate and independent entities.

Copyright © 2023 Deloitte Development LLC. All rights reserved.

About the network
About the Deloitte global network

<https://www.deloitte.com/>

This message (including any attachments) contains confidential information intended for a specific individual and purpose, and is protected by law. If you are not the intended recipient, you should delete this message and any disclosure, copying, or distribution of this message, or the taking of any action based on it, by you is strictly prohibited.

Deloitte refers to a Deloitte member firm, one of its related entities, or Deloitte Touche Tohmatsu Limited ("DTTL"). Each Deloitte member firm is a separate legal entity and a member of DTTL. DTTL does not provide services to clients. Please see www.deloitte.com/about to learn more.

v.E.1



To,

Name : Shiva Teja Daram

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Shiva Teja Daram,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** -Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Application Development Associate**
- **Annual fixed compensation** for the fiscal will be **INR 3,83,000**; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- **Local Variable Bonus** - At your career level, the maximum annual target variable pay-out is estimated as **INR 32,500**. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- **Maximum Annual Total earning potential – INR 4,15,500 /-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 25,000**; payable upon successful completion of initial training as per company process.
- **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 11,400 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 4,58,300/-**

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

“This is an electronically generated document does not require signatures”



160119734054_Akhil Godavari_Renix



placements rinex 08/12/2022

to hemamsu, ugs19034_bio.v... ▾



Dear Team,

Congratulations !!

PFA the list of students who have been selected for the post of Inside Sales Strategist at **Rinex**. Kindly confirm their joining date at the earliest so that we can issue their internship confirmation letter accordingly.

Sl.no	Name	Email ID	Branch	
1	Punna Vaishnavi	ugs19034_bio.vaishnavi@cbit.ac.in	Biotech	
2	Hima vamsi chirravuri	Hvchirravuri1936@gmail.com	Chemical	
3	G.Sowmya	gsowmya546@gmail.com	Civil	
4	V.Rohini Reddy	rohiniamy13@gmail.com	Biotech	
5	Mohammed Fasi Ahmed	fasiamed2001@gmail.com	Civil	
6	Pavan	Pavangoud5125@gmail.com	Mechanical	
7	VanamAnilkumar	vanamani5252@gmail.com	Mechanical	
8	Sai Anjan Kumar Vege	anjanvege22@gmail.com	Mechanical	
9	SARVEPALLI VENKATADRI BABU	venkat010302@gmail.com	ECE	
10	Dara Akhil	akhildara111@gmail.com	EEE	
12	Chapalamadugu Mahender	chapalamadugumahender@gmail.com	EEE	
14	Jeevan Kumar Gyni	jeevankumar12121@gmail.com	IT	
15	Pogula shivamani	Shivamanipogula123@gmail.com	EEE	Hold
16	GODAVARI SRI SAI AKHIL	akhilgodavari.17@gmail.com	EEE	
17	K Praveen Kumar	kanctekarpraveen@gmail.com	Mechanical	
18	Lakshmi Anusha Wudali	anuwudali2001@gmail.com	Mechanical	
19	Manupati Vijay Kumar	ugs19117_ece.vijay@cbit.org.in	ECE	
20	Rushikesh Chowan	rushikeshchowan@gmail.com	EEE	
21	Shiny Roseleen Manne	roseleen3702@gmail.com	EEE	
22	Marka Meghana	markameghanaa@gmail.com	IT	
23	Harini Bilakanti	harinibilakanti@gmail.com	IT	
24	Vasudev	vasujupaka9988@gmail.com	Production	
25	Anjali Vanam	anjalinvanam104@gmail.com	Mechanical	
26	Jayasree Mochi	jayasreemochi@gmail.com	EEE	
27	Kola Tharuni	kolatharuni20@gmail.com	EEE	
28	Y.S Mahati	mahatiys@gmail.com	CSE	

On Sat, 19 Nov 2022 at 14:31, hemamsu dasari <ugs19021_mech.hemamsu@cbit.org.in> wrote:

Good afternoon Sir.



Date: 22nd November 2022.

Mr. Lankala Srisanth,
Email: lankala1612@gmail.com

Sub: Letter of Offer & Appointment

Following the discussions we had, we are pleased to offer you the position of “**Software Engineer [Trainee]**” at **CLOUD ANGLES DIGITAL TRANSFORMATION INDIA PVT LTD.**

Your joining date will be communicated in subsequent letter. Any change to joining date shall be *mutually agreed in writing prior* to the said joining date.

This offer is subject to the terms and conditions attached hereto (Appendices A, B, C, D, and E) as well as the Non-Disclosure Agreement to be signed at time of reporting/joining.

Location: Hyderabad.

Your compensation value is **₹5,00,000 (Indian Rupees Five Lacs Only) per annum**. For the salary break up details refer Appendix A.

The offer is subject to your fulfilling all the requirements of the B. Tech course at your college and award of the Degree certificate.

This letter of offer and services rendered hereunder are subject to all the applicable laws and regulations of India and the rights and obligations of the parties hereto under or in connection with shall be determined in accordance with the laws of INDIA. By accepting this offer you confirm that

- You have no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities or taking up this position with our organization.
- You are not bringing in any Intellectual Property that you do not have sole ownership of.

We welcome you to our organization and look forward to a long and mutually beneficial association.

For **CLOUD ANGLES DIGITAL TRANSFORMATION INDIA P Ltd**



Vice President - HR

Appendix A - Salary Structure

Salary Structure			
Particulars		Amount (pm)	Amount (pa)
Basic	₹	12,613.33	₹ 1,51,360.00
HRA	₹	5,045.33	₹ 60,544.00
Other Allowance	₹	13,267.92	₹ 1,59,215.00
Gross Salary (A)			₹ 3,71,119.00
Benefits			
Employer contribution to PF	₹	1,800.00	₹ 21,600.00
Gratuity			₹ 7,281.00
TOTAL (B)			₹ 28,881.00
Bonuses			
Performance Bonus			₹ 1,00,000.00
Total CTC			₹ 5,00,000.00
<u>Rupees Five Lacs Only</u>			

*All compensation is subject to the tax laws of the Republic of India and the state of Telangana.

Note 1: The annual Performance Bonus pay is payable at the sole discretion of Cloud Angles Digital Transformation India and shall be subject to your individual performance, the Unit, Company's performance, and overall market conditions, subject to your being active on the company rolls on the date of announcement of Performance Bonus.

For **CLOUD ANGLES DIGITAL TRANSFORMATION INDIA P Ltd**




Vice President - HR

To:

Mr. Gampa Suhash

Mobile #: +91-9390599688

Email: suhashgampa@gmail.com

Dear Gampa Suhash,

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

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

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

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

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

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

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

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

Designation: Data Engineer

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

Annexure 1**1. Compensation Structure**

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

2. Benefits

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

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

3. Retirals

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

4. Loyalty Incentive:

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

Annexure 2

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

1. **Location** - Your primary place of work will be in Bengaluru. However your location is transferable and you may be assigned to any office of Searce or any of its sister concerns or related entities depending on the changing business needs.
2. **Working Hours** - Given the nature of the business, your responsibilities might require working irregular hours, weekends and/or public holidays and may require shift duties based on the business requirements. The company reserves the right to change the working hours as and when required.
3. **Training** - During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof. Those would be explained to you specifically in writing in case there is a commitment period associated with a certain project or training or travel.

4. **Non Disclosure Agreement:** Your compensation and any changes made therein from time to time is highly confidential. You are expected to maintain utmost confidentiality in regard to the affairs of the company and shall keep confidential any information, instruments, documents etc., relating to the company that may come to your professional knowledge as an employee. To ensure confidentiality, You will be required to sign Non Disclosure Agreement which aims to protect the intellectual property rights and business information of Searce and its clients. If you are bound by Confidentiality Agreement with your previous employer, you must notify the company and indemnify the company against any breach thereof.
5. **No Alternative Engagement:** During your tenure at Searce, you will not engage in or hold an interest in any business (which is related to IT, ITES, Outsourcing, Analytics, Cloud, Automation or Management consulting) or actively participate in any unrelated business to the above or trade or undertake any other employment. If any such interest exists, or is likely to come up in the near future, you are expected to make a full disclosure before accepting this internship letter. Post your tenure with the company, you agree that you will not solicit or deal directly or indirectly with any clients or employees of the company.
6. **Background Check:** The Company may conduct reference, employment and criminal record verification independently or through a third party vendor and the company reserves the right to terminate your employment if any information submitted by you is found to be incorrect and/or if an unfavourable record is found. Your acceptance of this offer letter indicates your approval of Searce initiating such verification.

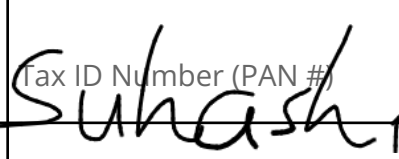
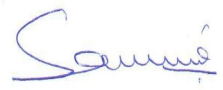
7. **Appointment in Good Faith:** It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.
8. **Taxation** - Compensation paid shall be subject to taxes as per the prevailing Income Tax regulations. Tax deductions may also vary based on the quantum of the tax savings investment made by the individual and many other parameters based on the regulations.
9. **Allocation of Essentials** - Company may allot you hardware such as Laptop, Mobile etc., relevant software and other required essentials on your joining. It will be your responsibility to take care of those essentials and the employee will be responsible to return these essentials at the time of termination or retirement.
10. Benefits may change from time to time on the basis of change in company policies.
11. The Company reserves the right to review, revise and/or alter the above compensation including variable and incentives and/or benefits as and when it deems necessary. Your compensation will change in case you relocate to a different city depending upon the cost of living.
12. All Fixed & Variable components are subject to income tax laws as applicable and in force as on the date of the payment and you should be an active employee on the payout date.
13. [Additional document requirements.](#)

Undertaking

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

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

Acceptance

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

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

Title	Offer Letter
File name	Offer_letter_suha...om_21122022052051
Document ID	4837c1b884cc5ba7504ac452018bd7fcf758e346
Audit trail date format	MM / DD / YYYY
Status	● Signed

Document history



12 / 21 / 2022
05:20:57 UTC

Sent for signature to Gampa Suhash (suhashgampa@gmail.com) from notifications@happierwork.com
IP: 35.243.23.21



VIEWED

12 / 21 / 2022
05:21:39 UTC

Viewed by Gampa Suhash (suhashgampa@gmail.com)
IP: 117.99.196.208



SIGNED

12 / 21 / 2022
05:23:14 UTC

Signed by Gampa Suhash (suhashgampa@gmail.com)
IP: 117.99.196.208



COMPLETED

12 / 21 / 2022
05:23:14 UTC

The document has been completed.

Letter of Intent (LOI)**Superset ID: 2946965****Date: September 30, 2022****Dear KETHANAPALLY SUSENA REDDY,**

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 Elevate 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**. You are also eligible for a One-time Skill Bonus* of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

***One-time Skill Bonus** will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

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





HTICAMPUSPLACEMENTS <hticampusplacements@hsbc.co.in>

160119734059_swapnil_HSBC

Apr 6, 2023, 11:07 AM (9 days ago)



to anshul.th123@gmail.com, anushkakukreti2001@gmail.com, ashishpatwal147@gmail.com, ashutoshdubey133@gmail.com, aviral.sharma.012@gmail.com, danubhupi@gmail.com, dpk.neymar@gmail.com, dhruvsaini73@gn

Dear Candidate,

Greetings from HSBC Technology India.

We now take your candidature ahead, the next steps are filling up of HSBC forms and submission of resume, educational & personal documents. **Do not fill till we discuss in details on Zoom call today.**

Attached herewith all HSBC forms & ready reckoner form for reference in PDF format.

Please ensure that you follow the guidelines as appended herewith:

- HSBC Forms** – There are 4 forms (Employment Application Form, Address Form, Consent Form & CIBIL Form) which need to be duly filled, clear uncut scan copy in PDF format to be zipped and sent back on mail
- All forms to be filled by Blue / Black ink (typing not allowed) without cutting / overwriting**, signature and date has to be same on all the forms, do not change the name of the forms after scanning, forms should be in same format when you reply in Zipped folder (Win RAR, links not allowed, only Win Zip folder accepted)
 - Landmark – Mandatory to be filled in Employment Application Form (Present & Permanent Address) & Address Form (all last 5 year address declared)**
- Resume** – Updated resume in word / PDF format please mention Graduation (B.E / B.Tech 4 year as applicable) status as Pursuing (mandatory) on the resume; resume month & year of passing 10th / 12th / Engineering should match the details filled up on Employment Application Form (no mismatch allowed)
- Education Documents** – Following clear uncut scanned copy of education documents as follows in PDF format:
 - 10th Mark sheet / Passing Certificate
 - 12th Mark sheet / Passing Certificate
 - Diploma Mark sheet (mandatory - if applicable)
 - Engineering Marksheet & Degree Certificate (please furnish all semesters marksheet / online transcript whichever received till date)
- Personal Documents** – Following clear uncut scanned copy of personal documents in PDF format, all documents have to be valid:
 - Right to Work** (Mandatory Docs – Passport / Voter ID Card)



PRIVATE AND CONFIDENTIAL

January 23, 2023

Dareddy Thulasi Husen Reddy
2-21, Nehru Nagar, Gospadu (M), Nandyal (Dist) Nandyal, Andhra Pradesh 518593
India

Dear Dareddy Thulasi Husen Reddy,

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

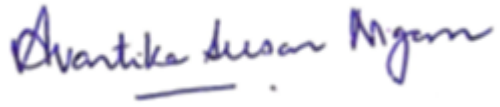
PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(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

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

**Letter of Intent (LoI)****Ref No:** SoCT/Lol/ET**Date:** 24-08-2022

160119734061_Anitha_SoCtronics

Name: Anitha Kurri**College:** Chaitanya Bharathi Institute of Technology Hyderabad**Dear** Anitha Kurri,**Sub:** Selection as **Engineer Trainee** - Regarding

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

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

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

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

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

I. Joining Formalities to be completed are as follows:

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

Place:
Date:Name:
Signature:

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

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

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

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

Place:
Date:

Name:
Signature:



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

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

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

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

With best wishes,

For SoCtronics Technologies Pvt. Ltd.

Authorized Signatory

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

Received the original Letter of Intent: Name: Anitha Kurri Signature: _____

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

Place:

Name:

Date:

Signature:





160119734062_Firdous Anjum_Accenture

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



Inbox



donotreply.indiacam... 14/9/2022

to me ▾



See you soon at Accenture!

Dear Firdous Anjum,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 5 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the Letter of Intent.

For any queries you can login to the below link and go to Help section - choose appropriate category to raise your queries.

Link: <https://indiacamplus.accenture.com/myzone/accenture/auth/login>

Your journey to the world of Accenture has just begun. See you soon!



**Letter of Intent (LoI)****Ref No:** SoCT/LoI/ET**Date:** 24-08-2022**160119734063_Gowthami b_Soet_LOI****Name:** Gowthami Burri**College:** Chaitanya Bharathi Institute of Technology Hyderabad**Dear** Gowthami Burri,**Sub:** Selection as **Engineer Trainee** - Regarding

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

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

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

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

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

I. Joining Formalities to be completed are as follows:

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

Place:

Name:

Date:

Signature:

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

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

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

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

Place:
Date:

Name:
Signature:



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

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

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

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

With best wishes,

For SoCtronics Technologies Pvt. Ltd.

Authorized Signatory

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

Received the original Letter of Intent: Name: Gowthami Burri Signature: _____

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

Place:
Date:

Name:
Signature:





160119734064_V Krishna Sree_PWC

{{Dte_es_:signer1:date}}

V Krishna Sree
Bangalore

PRIVATE AND CONFIDENTIAL

Internship Offer Letter and Terms and Conditions of Internship

Dear Krishna Sree,

We are pleased to offer you an internship with PricewaterhouseCoopers Service Delivery Center – (Bangalore) Private Limited (“Company” or “PwC AC Bangalore”).

Your work location will be **Bangalore**. Reporting lines and location are subject to change depending on business requirements.

If you accept this offer, your commencement date with us will be on **16 March, 2023** or such other date as may be communicated by us to you in writing (“Internship Commencement Date”). Your Internship end date will be on **16 August, 2023**. You are being offered a fixed stipend of INR.35,000/- per month **Thirty Five Thousand Only**.

Other Terms:

- 1. Internship Agreement:** Once you accept this offer, you will be required to sign an internship agreement (“Internship Agreement”), the format of which is attached to this offer letter (“Offer Letter”). Your internship with the Company will be on the terms of this Offer Letter and the Internship Agreement until the end of your internship with the Company in accordance with the Internship Agreement.
- 2. Working Hours:** You will be required to work, for such hours as are reasonably necessary to meet the Company’s requirements, in a variety of locations and for proper discharge of your duties. The working hours will be consistent with Company’s policies and will include such reasonable working hours as might be required for performing your duties competently and to meet the Company’s requirements. You hereby agree and volunteer to work during the night shift, as and when the Company feels that your services are required. You confirm that you have no objection whatsoever to work during the night shift, as per the Company’s policies.
- 3. Taxation:** Your stipend has been stated gross of tax. You will be responsible for all applicable Indian taxes on your stipend,. In the event that you have sources of income or expense outside of your internship with the Company, you are responsible for ensuring adherence to the tax laws on those matters as well.
- 4. Termination Notice:**
 - a. Your internship in the Company is subject to satisfactory verification of your certificates, testimonials and personal particulars/credentials. The Company reserves the right to conduct a background check (including criminal history record search, education and employment; and personal details verification) conducted on you directly or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the biodata with the Company or in the declarations made by you in this Offer Letter and/or the Internship Agreement, your internship is liable to be terminated forthwith without any notice or any further compensation from the day such discrepancies are identified.
 - b. Company retains the right to terminate your internship, without giving any notice or pay in lieu of notice, in case of any wrongful declaration, not clearing background verification, any non-compliance, indulging in unethical practices, misconduct, fraud or misappropriation of funds or breach of any terms of service or any policy of the Company
As such the Company may terminate your internship on an immediate basis for any of the following conduct on your behalf effective immediately.
 - i. acts of fraud, dishonesty or misconduct involving moral turpitude;
 - ii. commission or conviction of any criminal offence;
 - iii. engagement in any activity that you know or should know could harm the business or reputation of the Company;
 - iv. material failure to adhere to the Company’s corporate codes, policies or procedures;



- v. continued failure to meet performance standards as determined by the Company;
- vi. a breach or threatened breach of any material provision of this Offer Letter or the Internship Agreement if it is not cured to the Company's satisfaction within a reasonable period after the Company provides you with notice to your address on the Company's records of the breach; provided that no notice and cure period will be required if the breach cannot be cured;
- vii. violation of any statutory, contractual, or common law duty or obligation to the Company, including without limitation the duty of loyalty.

In case of termination on account of any of the above reasons you will only be entitled to earned and unpaid stipend through the effective termination date.

(c) The Company may also terminate your internship for reasons other than those specified above or for no reason, effective upon a prior written notice of at least 15 days. In the event that the effective date of your termination is less than 15 days, you will receive payment of the net amount of stipend you are entitled to in lieu of the remaining notice period less any deductions or withholdings, as required by law.

(d) You agree to provide the Company with a prior written notice of at least 15 days if you wish to terminate your internship, which shall be effective at the end of the notice period unless agreed otherwise.

5. **Return of Property:** Upon termination of internship, you will be required to return all property (including but not limited to keys, records, notes, data, computer discs or tapes, memoranda, business cards, security passes and equipment) which is held in your possession, custody or under your control, belonging to or relating to business affairs of the Company.
6. **Acknowledgement:** You acknowledge that your joining the Company as an Intern will not breach any agreement relating to internship or the provision of services to which you are or have been a party.

The Company may amend or discontinue any of its plans, programs, policies and procedures at any time for any or no reason with or without notice to the extent permitted by law.

This Offer Letter and the annexures appended hereto form an integral part of the Offer Letter. Nothing in this Offer Letter or any annexures thereto shall be construed as creating an employer-employee relationship between the Company and you. Notwithstanding anything contained in this Offer Letter, you will not have a right to employment with the Company.

7. To indicate your acceptance and agreement with all the terms of this Offer Letter and the attachments including the Internship Agreement, please share the signed copy of the Offer Letter, no later than **5 February, 2023**. It is clarified that the Internship offer made to you under this Offer Letter will automatically lapse on **5 February, 2023** and will no longer be valid if we do not receive your signed acceptance of the Offer Letter. It is further clarified that the Internship offer under this Offer Letter is contingent upon you joining the services of the Company on the Internship Commencement Date. The Internship offer made to you under this Offer Letter, will be deemed withdrawn on your failure to join the services on the Internship Commencement Date.

V Krishna Sree, we are excited about having you intern with us. On behalf of the PwC AC Bangalore team, we hope you find these terms and conditions suitable. If you have any questions about the contents of this letter, please do not hesitate to contact us_advisory_ac_india_hc_operations@pwc.com.

Yours truly,
For PricewaterhouseCoopers Service Delivery Center (Bangalore) Pvt. Ltd

{{Sig_es_:signer1:signature}}

Authorized Signatory

Date: {{Dte_es_:signer1:date}}

I, V Krishna Sree, accept the offer and terms of internship as detailed in this letter and the attached Internship Agreement.

{{Sig_es_:signer2:signature}}

Date: {{Dte_es_:signer2:date}}



INTERNSHIP AGREEMENT

This Agreement (“**Agreement**”) is between **PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited (“Company” or “PwC AC Bangalore”)** and **V Krishna Sree (“You” and all similar references)**.

1. Definition

(a) “**Cessation Date**” means the effective date of cessation of your internship with PwC AC Bangalore.

(b) “**Offer Letter**” means the internship offer letter dated **{{Dte_es_:_signer1:date}}** by which you were offered internship with PwC AC Bangalore and was accepted by you on **{{Dte_es_:_signer2:date}}**.

2. Internship

(a) You accept the internship on the terms of the Offer Letter and this Agreement along with the exhibits thereto until the end of your internship with PwC AC Bangalore on the Cessation Date or in accordance with clause 4 of the Offer Letter.

(b) By signing this Agreement, you agree to:

(i) Devote your time and effort to PwC AC Bangalore’s business and refrain from providing services to any other third party outside of the interests of PwC AC Bangalore or any of its subsidiaries;

(ii) Abide by all policies of PwC AC Bangalore, current and future, including but not limited to the Equal Opportunity policy attached as Exhibit A and the Anti-Harassment policy attached as Exhibit B to this Agreement;

(iii) Abide by the Confidentiality and Intellectual Property Agreement attached as Exhibit C to this Agreement; and

(iv) Abide by the terms of the Consent Form concerning personal data attached as Exhibit D to this Agreement.

(v) Work on any project to which you are assigned, unless there is a justifiable reason not to do so.

(c) You also confirm that you are not currently bound by any agreement that could prohibit or restrict you from interning with PwC AC Bangalore or from performing any of your duties under this Agreement.

3. Stipend

As of the commencement of your internship, PwC AC Bangalore will pay you a stipend as specified in the Offer Letter, less required and authorized withholdings and deductions. It is clarified that you are joining PwC AC as an intern and merely receiving a Stipend does not entitle you to the other benefits available to the Employees.

4. Covenants

While interning with PwC AC Bangalore, and for 6 months after your Cessation Date you shall not directly or through anyone else solicit, employ or retain any current employee of PwC AC Bangalore to perform Consulting Services. You agree that these obligations protect PwC AC Bangalore’s legitimate interests without unreasonably restricting your ability to earn a living after leaving PwC AC Bangalore.

5. Entire Agreement

This Agreement and the Offer Letter forms the entire agreement between you and PwC AC Bangalore regarding these matters and supersede any verbal and written agreements on such matters. In the event of a conflict between the main body of this Agreement or the Offer Letter and the Exhibits, the main body of the Agreement or the Offer Letter shall take precedence. This Agreement may be modified only by written agreement signed by you and the Authorized Signatory of PwC AC Bangalore or their designee, provided that the policies of the Company may be amended at any time for any or no reason with or without notice to the extent permitted by law.

6. Severability

(a) If any provision of this Agreement is held invalid or unenforceable for any reason, the invalidity shall not nullify the validity of the remaining provisions of this Agreement.

(b) If any provision of this Agreement is determined by a court or arbitration panel to be unenforceable by reason of being overly broad in duration, geographical coverage or scope or unenforceable for any other



reason, such provision will be narrowed so that it will be enforced as much as permitted by law.

7. Waiver

Any party's waiver of the other party's breach of any provision of this Agreement shall not waive any other right or any future breaches of the same or any other provision.

8. Choice of Law & Jurisdiction

All disputes arising out of or in connection with this internship letter or any breach thereof or any claims arising in connection with such breach or dispute shall be governed by laws of India and be subject to jurisdiction of Courts at Bangalore, India.

9. Assignment and Beneficiaries

This Agreement only benefits and is binding on the parties and their permitted assigns provided that you may not assign your rights or duties under this Agreement without the express prior written consent of the other parties. PwC AC Bangalore may assign any rights or duties that it has, in whole or in part, to its affiliates and subsidiaries without your consent.

10. Counterparts

For convenience of the parties, this Agreement may be executed in one or more counterparts, each of which shall be deemed an original for all purposes.

11. Survival

Clauses: 2, 4 through 10 and Exhibits C and D shall survive termination of this Agreement or your Internship for any reason whatsoever.

The parties to this Agreement state that they have read, understood and agree to be bound by this Agreement.

For PricewaterhouseCoopers Service Delivery Center (Bangalore) Private Limited

{{Sig_es_:signer1:signature}}

Authorized Signatory

Date: {{Dte_es_:signer1:date}}

Employee

{{Sig_es_:signer2:signature}}

V Krishna Sree

Date: {{Dte_es_:signer2:date}}



07-Apr-2023

Candidate ID: 24888019

Chakka Lahari
B.E. Electrical & Electronics Engineering
Chaitanya Bharathi Institute of Technology, Hyderabad

Dear **Chakka Lahari**,

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:



07-Apr-2023

Candidate ID: 24888011

Eslavath Manasa
B.E. Electrical & Electronics Engineering
Chaitanya Bharathi Institute of Technology, Hyderabad

Dear **Eslavath Manasa**,

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:

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

160119734068_Prathyusha_Accenture

Date: 08/22/2023

Nagavelli Prathyusha

C12180972

1-7-325, Revenue Colony, Subedari, Hanamkonda , Warangal

9515577242

Dear **Nagavelli Prathyusha**,

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.

Version 11.0 Aug-2023

1

Candidate's Signature *N. Prathyusha*

Reference Id: 2611f21b-ad48-4e45-9342-f6bc687e480b_1
Signed By: MAHESH VASUDEO ZURALE

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

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

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.

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

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

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

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

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing 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.

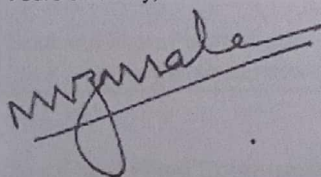
After accepting this Offer, we encourage you visit Countdown to the Company-

(<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.

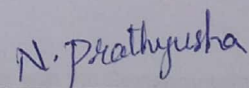
Yours sincerely,



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

ACKNOWLEDGED AND AGREED

26/09/2023



Nagavelli Prathyusha

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

(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:

N. Prathyusha 26/09/2023
Nagavelli Prathyusha

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."

160119734069_chelle sabhyata_Mindtree

Date: 09-Nov-2022

Name: chelle sabhyata

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear chelle sabhyata,

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

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

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

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

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

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

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

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

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

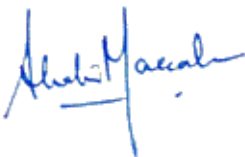
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

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

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

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

Yours faithfully,
For MINDTREE Ltd.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.



Nov 11, 2022

OFFER LETTER			
NAME: SINGIREDDY SAI NAGA KEERTHANA			
POST: ENGINEER – TRAINEE		Emoluments in Rupees	
S.NO	SALARY HEAD	PER MONTH	PER ANNUM
I	STIPEND	28,000.00	
II	Gross Salary	28,000.00	3,36,000.00
1	*LTC		8,754.50
2	MEDICLAIM		27,867.00
3	**MEDICAL REIMBURSEMENT		8,404.00
4	***SSS/EDLI		5,868.00
5	PF 12% COMPANY CONTRIBUTION		21,600.00
6	****GROUP GRATUITY		10,101.00
7	*****PCI		30,240.00
	COST TO COMPANY PER ANNUM		4,48,835.00
	COST TO COMPANY PER MONTH	37,403.00	

NOTE :

*From the date of service confirmation you are eligible for Leave Travel Concession(LTC), which is paid on proportionate basis from your confirmation date (not eligible during Training and Probation Period)

**After completion of training period you are eligible to get Medical Reimbursement.

***SSS-Sampurna Suraksha Scheme- You will be covered with sum assured amount of Rs. 10,00,000 by the company from the date of joining, in case of any unforeseen eventuality, amount will be paid to your nominee

**** After completion of 5 years of service you will get eligibility for Group Gratuity

***** PCI - Eligible on Service confirmation upon project completion. Indicative figures only, actual may vary based on performance of the individual.

for MEDHA SERVO DRIVES PVT. LTD.,

VIRESH KUMAR

DY. GENERAL MANAGER – HR

HCL || Final Confirmation || Batch 2023

160119734071_sai meghanabhemmanadhuni_HCL

Flag for follow up.

DG Disha Gupta <disha.gupta@hcl.com>
To: saimeghana bheemanadhuni

Wed 15/02/2023 12:04

Dear Candidate,

Greetings from HCL!

We are glad to inform you that you have been selected for the opportunity with HCL.

Sno	Registered Name	College	UG - Degree Specialization
1	BHEEMANADHUNI SAIMEGHANA	CHAITANYA BHARTI INSTITUTE OF TECHNOLOGY	ELECTRICAL ENGINEERING

Important Points:

1. CTC offered: INR 4.25 LPA
2. Selected Candidate should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidate should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 12 Months (as applicable). In case you leave before completing 12 months, you are liable to pay 50K to the organization.

Please Note:

Your Joining with HCL is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:

1. Minimum 70% /7.0 CGPA throughout in all academics (10th, 12th/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2023 & Specialization in Circuit Branch only.

Pre-Joining Training (if applicable) will be triggered and the same needs to be completed prior to joining.

Please acknowledge the email with consent that you are blocked for HCL and should not be appearing for other organizations. You should join HCL.

Thanks & Regards

Disha Gupta
Deputy Manager
Campus Relations & Hiring

HCLTech
Supercharging Progress™
hcltech.com

160119734072_Sandhya Bhoompag_Mindtree

Date: 05-Nov-2022

Name: SANDHYA B

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear SANDHYA B,

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.

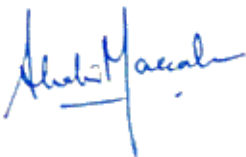
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

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.

B SANDHYA
B SANDHYA (Nov 8, 2022 21:34 GMT+5.5)

Nov 8, 2022



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:

B SANDHYA
B SANDHYA (Nov 8, 2022 21:34 GMT+5.5)

Name:

SANDHYA B

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

6281788238

Date of interview process:

18-Sep-2022



160119734073_Sandhya Cheruku_TCS

Offer: Computer Consultancy

Ref: TCSL/DT20222900442/Hyderabad

Date: 24/11/2022

Ms. Sandhya Cheruku
12-2-823/A/141/A, Mehdiapatam, Pothireddy Delux Womens Hostel St. Annas Womens College,
Santhosh Nagar Colony,
Hyderabad-500028,
Telangana.
Tel# 91-9908662365

Dear Sandhya Cheruku,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential

TCSL/DT20222900442

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Sandhya Cheruku
Designation	Assistant System Engineer-Trainee
Institute Name	Chaitanya Bharati Institute Of Technology, Hyderabad

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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



Annexure 2

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

160119734074_Sharath Deepika_ CtrlS

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,

Sharath Deepika,
Hyderabad.

OFFER LETTER

Dear Sharath Deepika,

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 | : | Sharath Deepika |
| 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



160119734075_Shruthi Regu_PHN Intern

Internship Confirmation: Welcome to PHN Technology!

1 message

PHN Technology <no-reply@phntechnology.com>
Reply to: Shortlisted <shortlisted.internship@phntechnology.com>
To: shruthiregu226@gmail.com <shruthiregu226@gmail.com>

Tue, 25 Apr, 2023 at 4:51 pm

Dear Regu Shruthi,

Your Intern Id= 107264

Congratulations on being selected for our stipend-based internship program! Your skills and experience make you an asset to our organization.

As a part of this program, you will receive a stipend from Rs 2,500 up to Rs 7,500 per month. However, note that the stipend will be disbursed on completion of your assigned work only.

Your role and responsibilities will be shared with you shortly. We encourage you to approach your tasks with professionalism and enthusiasm.

If you have any questions or concerns, please feel free to contact us at shortlisted.internship@phntechnology.com

We are committed to providing you with a supportive and fulfilling internship experience.

Thanks and regards,
PHN Technology
www.phntechnology.com



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

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

Private & Confidential

160119734076_Sushma Vinukula_Oracle

Reference: 187325

Dated: 24 November 2022
Sushma, Vinukula

Dear Vinukula,

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

Appointment

Your project location would be BENGALURU.

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

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

Stipend

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

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

Termination

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

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

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

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

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

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

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

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

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

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

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



Srihari Beldona
Group Vice President - Human Resources

Acknowledgement:

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

Guidelines For Interns

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

Offer letter for candidate Vinukula Sushma

Candidate's response "Accepted" was recorded on November 24, 2022 10:05 PM Singapore

Electronically signed by Vinukula Sushma on November 24, 2022

Electronically signed from 157.47.45.140

160119734077_Kola Tharuni_Rinex



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 **Kola Tharuni**,

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



160119734079_Abhinay D_Cognizant

07-Apr-2023

Candidate ID: 23357205

Abhinay Dintakurthi
B.E. Electrical & Electronics Engineering
Chaitanya Bharathi Institute of Technology, Hyderabad

Dear **Abhinay Dintakurthi**,

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:



160119734080_Abishek reddy_HSBC

Collect more information for your application for Trainee Software Engineer/Cybersecurity

1 message

HSBC Group Recruitment Team <noreply@careers.hsbc.com>
To: Polu Abishek Reddy <poluabhishekreddy@gmail.com>

Thu, 18 May, 2023 at 18:10



Dear Polu Abishek

Thank you for exploring opportunities of employment at HSBC Group.

As a prospective employee of HSBC, you will no doubt appreciate that the security of our customers and their data is at the heart of everything we do. Because of this, we now need to complete a series of background and reference checks so that we can progress your application.

There is some further information that we need from you in order to start these checks, so we would appreciate it if you could take a few moments to complete the following sections within your [Profile](#).

- Personal Details
- Employment History (for the last five years, any gaps explained)
- Previous Addresses (for the last five years, no gaps)

Congratulations on reaching this stage of the recruitment process.

Kind regards,

HSBC Recruitment Team

160119734082_AKHIL YASA_Mindtree

Date: 05-Nov-2022

Name: Akhil Yasa

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Akhil Yasa,

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

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

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

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

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

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

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

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

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

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

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

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


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

Yours faithfully,
For MINDTREE Ltd.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.



Nov 6, 2022



Akshay Marla <marla.akshay18@gmail.com>

Deloitte II Letter of Intent

USI Consulting Campus <usiconsultingcampus@deloitte.com>

Tue, Apr 11, 2023 at 7:37 PM

160119734083_Akshay Marla_Delloite

Deloitte Consulting India Private Limited | April, 2023



Congratulations!

Letter of Intent to Hire

Greetings from Deloitte!

On behalf of Deloitte Consulting India Private Limited (the "Employer" or "Company"), we are pleased to confirm our letter of intent to hire you.

We extend this letter of intent, 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.

As an acknowledgement of your acceptance of this letter of intent, please [click here](#) and share your acceptance (accept/decline) and provide us with a few details. Kindly do get back to us within three business days (April 14th, 2023) of receipt of this mail, after which period this offer shall lapse automatically.

A detailed offer letter describing the terms of your employment and related contingencies will follow **post your acceptance of this letter of intent.**

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 timings, at designated work-space and location as may be decided by the Company.

Everyone you have interviewed with joins me in welcoming you. We at Deloitte are looking forward to you joining us. If you wish to gain any further clarity, please feel free to contact us.

Please note that Aadhaar card with complete date of birth (dd/mm/yyyy format) is required for creating UAN number for PF account. In case you have not shared your Aadhaar in the correct format, request you to please update it on priority (refer attached document FAQ on E-Aadhaar for further guidance to obtain the same from the UIDAI portal). This is a very crucial part of offer release.

[Click here to write to us](#) in case you may have any queries. Thank you!

Regards,
Campus Recruitment team

About Deloitte

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (“DTTL”), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as “Deloitte Global”) does not provide services to clients. In the United States, Deloitte refers to one or more of the US member firms of DTTL, their related entities that operate using the “Deloitte” name in the United States and their respective affiliates. Certain services may not be available to attest clients under the rules and regulations of public accounting. Please see www.deloitte.com/about to learn more about our global network of member firms.

This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited (“DTTL”), its global network of member firms or their related entities (collectively, the “Deloitte organization”) is, by means of this communication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser.

No representations, warranties or undertakings (express or implied) are given as to the accuracy or completeness of the information in this communication, and none of DTTL, its member firms, related entities, employees or agents shall be liable or responsible for any loss or damage whatsoever arising directly or indirectly in connection with any person

relying on this communication. DTTL and each of its member firms, and their related entities, are legally separate and independent entities.

Copyright © 2023 Deloitte Development LLC. All rights reserved.

About the network

About the Deloitte global network

<https://www.deloitte.com/>

This message (including any attachments) contains confidential information intended for a specific individual and purpose, and is protected by law. If you are not the intended recipient, you should delete this message and any disclosure, copying, or distribution of this message, or the taking of any action based on it, by you is strictly prohibited.

Deloitte refers to a Deloitte member firm, one of its related entities, or Deloitte Touche Tohmatsu Limited ("DTTL"). Each Deloitte member firm is a separate legal entity and a member of DTTL. DTTL does not provide services to clients. Please see www.deloitte.com/about to learn more.

v.E.1

**Cognizant | Location & PC flexibility survey**

1 message

GenCInternsCSDSupp@cognizant.com <GenCInternsCSDSupp@cognizant.com>

Wed, Aug 23, 2023 at 6:07 PM



Dear Candidate ,

Greetings from Cognizant!

We are looking forward to start your training soon and to prepare for that, we request you to update us on the following:

(1) Provisional Certificate – You are required to confirm the availability of the provisional certificate with you. This is a mandatory document and subsequently you will receive mailers on how to upload a soft copy of the provisional certificate before we can schedule your onboarding for training. Preference will be given to those who have submitted their provisional certificates over those who have not.

(2) Flexibility to join any of our Cognizant locations – While we make every effort to align your training location with your work location (*after you complete your training*), there may be situations where they are different due to business requirements and business requirements always take precedence. Please provide your responses using the survey link <https://forms.office.com/r/3abUj8af7R>. Survey ends at 6 PM, Friday (25th August).

Note - Misinformation provided in the survey might lead to delays to your training commencement.

Regards,

Human Resources – GenC

Disclaimer:

- Cognizant does not entertain payments of any kind from candidates or vendors for employment. Requests for such payments should be promptly reported to GenCHRCComplianceIND@cognizant.com

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

© 2023 Cognizant. All rights reserved.

This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored.



School of Information Technology
University of Cincinnati
PO Box 210006
Cincinnati, OH 45221-002

Room 250 Teachers Dyer College
Phone (513) 556-5012

Dear Hadeel,

It is my pleasure to inform you that you that your application for admission into the Master of Science program in Information Technology has been approved. This offer of admission is accompanied by an award offer letter for a Graduate Incentive Award (GIA). In order to accept or decline admission and the financial support offer, you will need to sign and return both (2) letters.

Please note that the total worth of the award offer is \$12,483. Your GIA offer letter further details the percentage of tuition and fees covered or not covered by the Scholarship award.

International students must document financial support for all years of study to be issued a "Certificate of Eligibility" (Form I-20 or DS-2019) for a student visa. The amount of support you must document annually is \$53,577. The total worth of your Graduate Incentive Award (GIA) can be counted as a source of financial support in the Financial Certification Document as funds from the University of Cincinnati.

There are some important orientation/tests that are a requirement of your admission. They include:

- A. Verification of your completed bachelor's degree by a NACES member document-by-document evaluation sent directly from the organization by electronic delivery to grad.admissions@uc.edu or mail to: Graduate Admissions, University of Cincinnati, P.O. Box 210091, Cincinnati, OH 45221-0091

Please indicate your acceptance of this admission offer within 15 days. Per a resolution by the Council of Graduate Schools, you are not required to respond to the attached offer of financial support until April 15th (https://cgsnet.org/wpcontent/uploads/2022/04/CGS_April15_Resolution_Apr22.pdfhttps://cgsnet.org/resources/for-current-prospective-graduate-students/april-15-resolution/). However, please consider that it is imperative to return the documents in time in order to ensure that all documents required to process your visa application are present. Note that the visa application process can often take 90 days or more to complete. Please direct any questions or concerns about your program of study to my attention. Any questions or concerns about the "Financial Certification Form" should be directed to UC International Services. I am looking forward to your reply.

Sincerely,

Dr. Jess Kropczynski, Director
School of Information Technology

I accept the offer: HadeelSK Date 09/12/2022

I decline the offer: Date



School of Information Technology
University of Cincinnati
PO Box 210006
Cincinnati, OH 45221-002

Room 250 Teachers Dyer College
Phone (513) 556-5012

Dear Hadeel,

We are pleased to offer you a Graduate Incentive Award (GIA) to support your studies in pursuit of the Master of Science degree in the School of Information Technology.

The Graduate Incentive Award (GIA) will cover 50% of the instructional fee for the 2023-2024 academic year (Fall and Spring). This award does not cover the Instructional Technology Information Equipment Fee (\$368), General Fee (\$796), Campus Life Fee (\$514), and International Fee (\$250). The total worth of your award (tuition and fees) is \$12,483.

As noted in your offer of admission this award can be used a source of financial support in the Financial Certification Document. Any questions or concerns about the "Financial Certification Form" should be directed to UC International Services.

Note that in order to maintain this award, you must maintain a satisfactory level of academic performance (3.0 GPA or better), and be enrolled for 10 credit hours until you have completed all required coursework and are working on a thesis/dissertation. Then your registration requirement is 1 graduate credit hour.

First semester students are required to be enrolled in a maximum of 12 credit hours. Students who do not adhere to these requirements as set forth by the School of Information Technology Graduate Office are at risk of losing their scholarship funding.

Please indicate your acceptance of this offer of support as soon as possible. Per a resolution by the Council of Graduate Schools, you are not required to respond to offers of financial support until April 15th (https://cgsnet.org/wp-content/uploads/2022/04/CGS_April15_Resolution_Apr22.pdf). However, please consider that it is imperative to return this document in time in order to ensure all documents required to process your visa are present. Note that the visa application process can often take 90 days or more to complete. Please direct any questions or concerns about your program of study to my attention. I am looking forward to your reply.

Sincerely,

Dr. Jess Kropczynski, Director
School of Information Technology

I accept the offer: [Signature] Date 09/12/2022

I decline the offer: _____ Date _____



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

1 message

Campus Onboarding <Campus.Onboarding@ltimindtree.com>
To: thalariharish2000@gmail.com <thalariharish2000@gmail.com>

Tue, 28 Feb, 2023 at 4:03 pm

Dear THALARI HAREESH,

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

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

Additional Terms:

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

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

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

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

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

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

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

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

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

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

Looking forward to seeing your expertise in action soon!

Thanking You,

University Liaison & Early Career Engagement

LTIMindtree

The contents of this e-mail and any attachment(s) may contain confidential or privileged information for the intended recipient(s). Unintended recipients are prohibited from taking action on the basis of information in this e-mail and using or disseminating the information, and must notify the sender and delete it from their system. LTIMindtree will not accept responsibility or liability for the accuracy or completeness of, or the presence of any virus or disabling code in this e-mail"

160119734092_Sambaraju Jashwanth_CLOUD4C

29 Oct 2022

To

Sambaraju Jashwanth,
Hyderabad.

OFFER LETTER

Dear **Sambaraju Jashwanth** ,

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 “Cloud4C Services Pvt. Ltd.”

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

1. 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 **Cloud4C Services Pvt. 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 | : | Sambaraju Jashwanth |
| 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 **Cloud4C Services Pvt. Ltd.**

P Rajani Reddy
Authorized Signatory



Ref: 16

Date: September 29, 2022

Mr. Koushik Reddy Mushanolla
Makthal, Mahabubnagar
Hyderabad, Telangana.

Provisional offer of Employment

Dear Koushik,

It gives us immense pleasure in inviting you to join ValueLabs as one of its valuable members. We believe that organizations grow and flourish, fueled by the enthusiasm and energy of the people who are willing to invest in to the future. We are happy that you are one such employee joining us in our effort to create a truly global corporation.

You have been offered for the "Software Developer" profile and will be designated as "Software Engineer Specialist" at band "SI" and your position will carry the following structure of compensation value:

- a) Year 1: You will join us at CTC of **INR 8,00,000 (6,00,000 (fixed) + INR 2,00,000 (variable)) (INR Eight lakh only (INR Six lakh (fixed) + Two lakh (variable))** per annum
- b) Year 2: Your CTC will be revised to **INR 9,00,000 (7,00,000 (fixed) + INR 2,00,000 (variable)) (INR Nine lakh only (INR Seven lakh (fixed) + Two lakh (variable))** per annum
- c) Year 3: Your CTC will be revised to **INR 10,00,000 (8,00,000 (fixed) + INR 2,00,000 (variable)) (INR Ten lakh only (INR Eight lakh (fixed) + Two lakh (variable))** per annum
- d) Thereafter, you will continue to receive bi-annual appraisals as per company standards

The total salary being paid by the company shall include all elements/components of Gross compensation package, given in any form i.e. in cash or kind. We will give you the break-up of salary separately at the time of joining.

Your designated date of joining would be **July 15, 2023** request you to send the acceptance within two working days from receiving the offer.

Please note that this offer and your employment at ValueLabs shall be contingent upon satisfactory references and background checks that may be conducted at any time from the date of this offer and shall include but is not limited to education, employment history, etc.

Your association and employment at ValueLabs will be governed by various employee-related policies and guidelines of the organization, as modified from time to time, and by the terms of the offer made in the letter, it will be also guided by the core values and beliefs of our organization. We are confident that you will contribute to the organization and its goals add value through your roles and strengthen ValueLabs.

The above-mentioned salary structure and the revisions contained therein are subject to the sole discretion of the organization, upon due evaluation and consideration of your conduct and performance as an employee.

Yours sincerely,

for ValueLabs LLP,

Authorized Signatory

Accepted Signature: _____

ValueLabs LLP

Plot # 41, Hitech City, Phase 2, Madhapur, Hyderabad - 500081

Ph: +91-40-6623-9000 | Fax: +91-40-6623-9100 | www.valuelabs.com





160119734097_Mahender_Renix



placements rinex 08/12/2022

to hemamsu, ugs19034_bio.v... ▾



Dear Team,

Congratulations !!

PFA the list of students who have been selected for the post of Inside Sales Strategist at **Rinex**. Kindly confirm their joining date at the earliest so that we can issue their internship confirmation letter accordingly.

Sl.no	Name	Email ID	Branch	
1	Punna Vaishnavi	ugs19034_bio.vaishnavi@cbit.ac.in	Biotech	
2	Hima vamsi chirravuri	Hvchirravuri1936@gmail.com	Chemical	
3	G.Sowmya	gsowmya546@gmail.com	Civil	
4	V.Rohini Reddy	rohiniamy13@gmail.com	Biotech	
5	Mohammed Fasi Ahmed	fasiamed2001@gmail.com	Civil	
6	Pavan	Pavangoud5125@gmail.com	Mechanical	
7	VanamAnilkumar	vanamani5252@gmail.com	Mechanical	
8	Sai Anjan Kumar Vege	anjanvege22@gmail.com	Mechanical	
9	SARVEPALLI VENKATADRI BABU	venkat010302@gmail.com	ECE	
10	Dara Akhil	akhildara111@gmail.com	EEE	
12	Chapalamadugu Mahender	chapalamadugumahender@gmail.com	EEE	
14	Jeevan Kumar Gyni	jeevankumar12121@gmail.com	IT	
15	Pogula shivamani	Shivamanipogula123@gmail.com	EEE	Hold
16	GODAVARI SRI SAI AKHIL	akhilgodavari.17@gmail.com	EEE	
17	K Praveen Kumar	kanctekarpraveen@gmail.com	Mechanical	
18	Lakshmi Anusha Wudali	anuwudali2001@gmail.com	Mechanical	
19	Manupati Vijay Kumar	ugs19117_ece.vijay@cbit.org.in	ECE	
20	Rushikesh Chowan	rushikeshchowan@gmail.com	EEE	
21	Shiny Roseleen Manne	roseleen3702@gmail.com	EEE	
22	Marka Meghana	markameghanaa@gmail.com	IT	
23	Harini Bilakanti	harinibilakanti@gmail.com	IT	
24	Vasudev	vasujupaka9988@gmail.com	Production	
25	Anjali Vanam	anjalianam104@gmail.com	Mechanical	
26	Jayasree Mochi	jayasreemochi@gmail.com	EEE	
27	Kola Tharuni	kolatharuni20@gmail.com	EEE	
28	Y.S Mahati	mahatiys@gmail.com	CSE	

On Sat, 19 Nov 2022 at 14:31, hemamsu dasari <ugs19021_mech.hemamsu@cbit.org.in> wrote:

Good afternoon Sir.





160119734097_Mahender_Renix

**placements rinex** 08/12/2022

to hemamsu, ugs19034_bio.v...



Dear Team,

Congratulations !!

PFA the list of students who have been selected for the post of Inside Sales Strategist at **Rinex**. Kindly confirm their joining date at the earliest so that we can issue their internship confirmation letter accordingly.

Sl.no	Name	Email ID	Branch	
1	Punna Vaishnavi	ugs19034_bio.vaishnavi@cbit.ac.in	Biotech	
2	Hima vamsi chirravuri	Hvchirravuri1936@gmail.com	Chemical	
3	G.Sowmya	gsowmya546@gmail.com	Civil	
4	V.Rohini Reddy	rohiniamy13@gmail.com	Biotech	
5	Mohammed Fasi Ahmed	fasiyahmed2001@gmail.com	Civil	
6	Pavan	Pavangoud5125@gmail.com	Mechanical	
7	VanamAnilkumar	vanamani5252@gmail.com	Mechanical	
8	Sai Anjan Kumar Vege	anjanvege22@gmail.com	Mechanical	
9	SARVEPALLI VENKATADRI BABU	venkat010302@gmail.com	ECE	
10	Dara Akhil	akhildara111@gmail.com	EEE	
12	Chapalamadugu Mahender	chapalamadugumahender@gmail.com	EEE	
14	Jeevan Kumar Gyni	jeevankumar12121@gmail.com	IT	
15	Pogula shivamani	Shivamanipogula123@gmail.com	EEE	Hold
16	GODAVARI SRI SAI AKHIL	akhilgodavari.17@gmail.com	EEE	
17	K Praveen Kumar	kanctekarpraveen@gmail.com	Mechanical	
18	Lakshmi Anusha Wudali	anuwudali2001@gmail.com	Mechanical	
19	Manupati Vijay Kumar	ugs19117_ece.vijay@cbit.org.in	ECE	
20	Rushikesh Chowan	rushikeshchowan@gmail.com	EEE	
21	Shiny Roseleen Manne	roseleen3702@gmail.com	EEE	
22	Marka Meghana	markameghanaa@gmail.com	IT	
23	Harini Bilakanti	harinibilakanti@gmail.com	IT	
24	Vasudev	vasujupaka9988@gmail.com	Production	
25	Anjali Vanam	anjalianam104@gmail.com	Mechanical	
26	Jayasree Mochi	jayasreemochi@gmail.com	EEE	
27	Kola Tharuni	kolatharuni20@gmail.com	EEE	
28	Y.S Mahati	mahatiys@gmail.com	CSE	

On Sat, 19 Nov 2022 at 14:31, hemamsu dasari <ugs19021_mech.hemamsu@cbit.org.in> wrote:

Good afternoon Sir.



99+





160119734102_Naraboina Pavan Kumar_AVEVA

EMPLOYMENT AGREEMENT

15-NOVEMBER-2022

BETWEEN

AVEVA SOLUTIONS INDIA LLP

AND

NARABOINA PAVAN KUMAR

This employment agreement is entered at **Hyderabad/ Bangalore**, on **15-Nov-2022**

BY AND BETWEEN:

- (1) **AVEVA Solutions India LLP**, a company having its registered office at 2nd Floor, Salarpuria Touchstone, Sarjapur Outer Ring Road Bangalore – 560103 hereinafter referred to as the **Company** which expression shall, unless contrary to the context or meaning thereof be deemed to mean its successors in business and permitted assigns;

AND

- (2) **Naraboina Pavan Kumar** a citizen of India, with address at 16-1-168, Kareemabad road, Warangal, Telangana, India -506002.

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

1. APPOINTMENT

- 1.1 The Employee shall commence employment with the Company on **3-July-2023** as the **Graduate Trainee** at Job Level **B**.
- 1.2 The Employee shall be bound by the terms and conditions laid down in the Agreement. The Employee will report to **R&D Manager, Product Test**. The Employee's designation and reporting relationship may undergo a change from time to time as may be determined by the Company.
- 1.3 The employment is conditional upon completion of a background check of the Employee. Should any information provided by the Employee be determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of the Agreement and the Company may then terminate employment without providing any notice or pay in lieu thereof.
- 1.4 The employment is further subject to the Employee maintaining his/her right to work in India (including any requirements under immigration laws).

2. PROBATION

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

20. GOVERNING LAW AND DISPUTES

20.1 This Agreement shall be governed by and construed in accordance with the laws of India. The courts at [Hyderabad] shall have the exclusive jurisdiction over all disputes or claims between the Employee and the Company under this Agreement.

21. COUNTERPARTS

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

22. ENTIRE AGREEMENT


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

SIGNATORIES

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

SIGNED AND DELIVERED

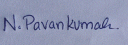
For and on behalf of **AVEVA Solutions India LLP**

DocuSigned by:

C2545A60523244F...

Name: **Shhyaam Konka**

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

EMPLOYEE

DocuSigned by:

20BA6E03AEDF488...

Name: Naraboina Pavan Kumar

Date: 17 November 2022



13. Long Service Award	For 3, 5, 10, 15, 20 and so on... Years of services with AVEVA.	As per the detailed AVEVA India policy
14. Employee Share Purchase plan	An opportunity to enroll in AVEVA's all-employee share purchase plan, My AVEVA Shares. In India the International rules of My AVEVA Shares apply. Under these rules, a participant can save and buy AVEVA shares from salary contributions made over a six-month period. For each AVEVA share purchased, AVEVA will match that purchase with an AVEVA share which the participant will become entitled to provided that they hold their purchased shares for two years and remain with AVEVA.	

Note: AVEVA reserves the right to change or discontinue any additional benefits mentioned herein at any time.

ANNEXURE - 4

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

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

Please note on below on points marked **.

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

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

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

- Reporting time – 10:00 AM

Contact person – Chidambar Deshpande (HR)

Reporting Place:

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

Looking forward to Welcoming you into AVEVA family!!



13-Jan-2023

Candidate ID: 24198555

Yuvaraj Praneeth
B.E. Electrical & Electronics Engineering
Chaitanya Bharathi Institute of Technology, Hyderabad

Dear **Yuvaraj Praneeth**,

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

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

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

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

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

Please also note that:

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

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

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

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

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

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

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

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

Please do not hesitate to call us for any information you may need.
We wish you good luck.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Maya Sreekumar

Vice President - Human Resources

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

Signature:

Date:



160119734104_Rahul Dhir_Delloitte.pdf

Rahul Dhir <rahul.dhir2001@gmail.com>

Deloitte II Letter of Intent

1 message

USI Consulting Campus <usiconsultingcampus@deloitte.com>

Tue, Apr 11, 2023 at 7:37 PM



Deloitte Consulting India Private Limited | April, 2023



Congratulations!
Letter of Intent to Hire

Greetings from Deloitte!

On behalf of Deloitte Consulting India Private Limited (the "Employer" or "Company"), we are pleased to confirm our letter of intent to hire you.

We extend this letter of intent, 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.

As an acknowledgement of your acceptance of this letter of intent, please [click here](#) and share your acceptance (accept/decline) and provide us with a few details. Kindly do get back to us within three business days (April 14th, 2023) of receipt of this mail, after which period this offer shall lapse automatically.

A detailed offer letter describing the terms of your employment and related contingencies will follow **post your acceptance of this letter of intent.**

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 timings, at designated work-space and location as may be decided by the Company.

Everyone you have interviewed with joins me in welcoming you. We at Deloitte are looking forward to you joining us. If you wish to gain any further clarity, please feel free to contact us.

Please note that Aadhaar card with complete date of birth (dd/mm/yyyy format) is required for creating UAN number for PF account. In case you have not shared your Aadhaar in the correct format, request you to please update it on priority (refer attached document FAQ on E-Aadhaar for further guidance to obtain the same from the UIDAI portal). This is a very crucial part of offer release.

[Click here to write to us](#) in case you may have any queries. Thank you!

Regards,
Campus Recruitment team

About Deloitte

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as "Deloitte Global") does not provide services to clients. In the United States, Deloitte refers to one or more of the US member firms of DTTL, their related entities that operate using the "Deloitte" name in the United States and their respective affiliates. Certain services may not be available to attest clients under the rules and regulations of public accounting. Please see www.deloitte.com/about to learn more about our global network of member firms.

This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited ("DTTL"), its global network of member firms or their related entities (collectively, the "Deloitte organization") is, by means of this communication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser.

No representations, warranties or undertakings (express or implied) are given as to the accuracy or completeness of the information in this communication, and none of DTTL, its member firms, related entities, employees or agents shall be liable or responsible for any loss or damage whatsoever arising directly or indirectly in connection with any person relying on this communication. DTTL and each of its member firms, and their related entities, are legally separate and independent entities.

Copyright © 2023 Deloitte Development LLC. All rights reserved.

About the network

About the Deloitte global network

<https://www.deloitte.com/>

This message (including any attachments) contains confidential information intended for a specific individual and purpose, and is protected by law. If you are not the intended recipient, you should delete this message and any disclosure, copying, or distribution of this message, or the taking of any action based on it, by you is strictly prohibited.

Deloitte refers to a Deloitte member firm, one of its related entities, or Deloitte Touche Tohmatsu Limited ("DTTL"). Each Deloitte member firm is a separate legal entity and a member of DTTL. DTTL does not provide services to clients. Please see www.deloitte.com/about to learn more.

v.E.1

To

Date: 4th January, 2023

Rushikesh Chowan

Subject: Internship Offer Letter

Dear Rushikesh Chowan

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

Note:

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

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

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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



Oracle Onboarding-Location and Start Date Information

1 message

CAMPUSRELATIONS-OFSS_IN <campusrelations-ofss_in@oracle.com>
To: "sandeepatolla14@gmail.com" <sandeepatolla14@gmail.com>

28 March 2023 at 16:36

Dear Sandeep Kumar Patlolla,

Greetings from Oracle Campus Recruitment Team! Hope you are doing well!

Congratulation on your offer with Oracle and we are looking forward to onboard you on completion of your graduation!

Your onboarding will be physical (In person) this year and your date of joining is planned as *25th Jul 2023 (Tuesday)* and your job location is *Hyderabad*. We are in the process of extending the offer letters and you should receive the same in next 3-4 weeks if haven't received already. In case if you have received it, kindly accept the offer and complete the required task at the earliest.

- You will be onboarded after completion of your final examination, and you are expected to clear the exams in the 1st attempt.
- In case of any project/thesis submission, you should complete the same before joining Oracle. In case of any delay in submission will result in postponement of your joining date.
- Your onboarding shall be **physical (In person)** and the relocation vendor (SIRVA) will connect with you to plan your travel to your work location basis your date of joining.
- You are not required to make any bookings on your own, the relocation service will be managed completely by our vendor SIRVA.
- Your date of joining has been decided as per the business requirements and post confirmation from your college regarding completion of the final exam/project thesis (if applicable) with no scope to change
- Please note that your job location has been assigned as per the business needs & we'll not be able to consider any location change request.
- You will be required to enter your shipping address for laptop delivery 6 weeks prior to your joining in the OR portal (One of the pre requisites). Please submit these details in timely manner to receive the official laptop before you relocate.

All the further correspondence will be done on your personal mail ID only on which you have received the offer letter and this communication.

ORACLE

Warm Regards,

Oracle Talent Acquisition

Oracle Technology Park, #3 Bannerghatta Main Road,
Bengaluru-560029, Karnataka, India

Create the future with us

Join the Oracle Talent Network





PRIVATE AND CONFIDENTIAL

January 19, 2023

Shiva Chetkuri
9-6-120/AKarimnagar, Telangana 505001
India

Dear Shiva Chetkuri,

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 19, 2023

Shiva Chetkuri
9-6-120/AKarimnagar, Telangana 505001
India

Dear Shiva,

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:

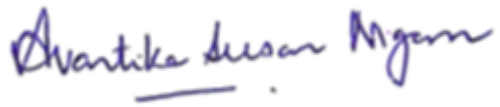
On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day’s of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches 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

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam". The signature is written in a cursive style with a horizontal line under the name "Avantika".

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



RINEX TECHNOLOGIES PRIVATE LIMITED

Mangalore-575008, Dakshina Kannada

Human Resource Department

Date: **05.04.2023**

160119734111_Pogula shivamani_Rinex

INTERNSHIP CONFIRMATION LETTER

Subject: Regarding the Internship at Rinex Technologies Pvt Ltd

Dear **Pogula shivamani**,

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

Date: 09-Nov-2022

Name: Shiva Teja Punna

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Shiva Teja Punna,

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

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

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

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

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

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

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

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

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

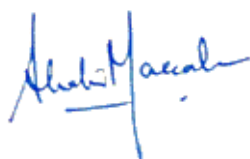
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

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

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

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

Yours faithfully,
For MINDTREE Ltd.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.

P shiva Teja
P shiva Teja (Nov 11, 2022 23:16 GMT+5.5)

Nov 11, 2022



160119734115_Tharun Teja ch_PwC

Feb 2, 2023

Tharun Teja Chidurala
Bangalore

PRIVATE AND CONFIDENTIAL

Internship Offer Letter and Terms and Conditions of Internship

Dear Tharun Teja,

We are pleased to offer you an internship with PricewaterhouseCoopers Service Delivery Center – (Bangalore) Private Limited (“Company” or “PwC AC Bangalore”).

Your work location will be **Bangalore**. Reporting lines and location are subject to change depending on business requirements.

If you accept this offer, your commencement date with us will be on **16 March, 2023** or such other date as may be communicated by us to you in writing (“Internship Commencement Date”). Your Internship end date will be on **16 August, 2023**. You are being offered a fixed stipend of INR.35,000/- per month **Thirty Five Thousand Only**.

Other Terms:

- 1. Internship Agreement:** Once you accept this offer, you will be required to sign an internship agreement (“Internship Agreement”), the format of which is attached to this offer letter (“Offer Letter”). Your internship with the Company will be on the terms of this Offer Letter and the Internship Agreement until the end of your internship with the Company in accordance with the Internship Agreement.
- 2. Working Hours:** You will be required to work, for such hours as are reasonably necessary to meet the Company’s requirements, in a variety of locations and for proper discharge of your duties. The working hours will be consistent with Company’s policies and will include such reasonable working hours as might be required for performing your duties competently and to meet the Company’s requirements. You hereby agree and volunteer to work during the night shift, as and when the Company feels that your services are required. You confirm that you have no objection whatsoever to work during the night shift, as per the Company’s policies.
- 3. Taxation:** Your stipend has been stated gross of tax. You will be responsible for all applicable Indian taxes on your stipend,. In the event that you have sources of income or expense outside of your internship with the Company, you are responsible for ensuring adherence to the tax laws on those matters as well.
- 4. Termination Notice:**
 - a. Your internship in the Company is subject to satisfactory verification of your certificates, testimonials and personal particulars/credentials. The Company reserves the right to conduct a background check (including criminal history record search, education and employment; and personal details verification) conducted on you directly or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the biodata with the Company or in the declarations made by you in this Offer Letter and/or the Internship Agreement, your internship is liable to be terminated forthwith without any notice or any further compensation from the day such discrepancies are identified.
 - b. Company retains the right to terminate your internship, without giving any notice or pay in lieu of notice, in case of any wrongful declaration, not clearing background verification, any non-compliance, indulging in unethical practices, misconduct, fraud or misappropriation of funds or breach of any terms of service or any policy of the Company
As such the Company may terminate your internship on an immediate basis for any of the following conduct on your behalf effective immediately.
 - i. acts of fraud, dishonesty or misconduct involving moral turpitude;
 - ii. commission or conviction of any criminal offence;
 - iii. engagement in any activity that you know or should know could harm the business or reputation of the Company;
 - iv. material failure to adhere to the Company’s corporate codes, policies or procedures;



- v. continued failure to meet performance standards as determined by the Company;
- vi. a breach or threatened breach of any material provision of this Offer Letter or the Internship Agreement if it is not cured to the Company's satisfaction within a reasonable period after the Company provides you with notice to your address on the Company's records of the breach; provided that no notice and cure period will be required if the breach cannot be cured;
- vii. violation of any statutory, contractual, or common law duty or obligation to the Company, including without limitation the duty of loyalty.

In case of termination on account of any of the above reasons you will only be entitled to earned and unpaid stipend through the effective termination date.

(c) The Company may also terminate your internship for reasons other than those specified above or for no reason, effective upon a prior written notice of at least 15 days. In the event that the effective date of your termination is less than 15 days, you will receive payment of the net amount of stipend you are entitled to in lieu of the remaining notice period less any deductions or withholdings, as required by law.

(d) You agree to provide the Company with a prior written notice of at least 15 days if you wish to terminate your internship, which shall be effective at the end of the notice period unless agreed otherwise.

5. **Return of Property:** Upon termination of internship, you will be required to return all property (including but not limited to keys, records, notes, data, computer discs or tapes, memoranda, business cards, security passes and equipment) which is held in your possession, custody or under your control, belonging to or relating to business affairs of the Company.
6. **Acknowledgement:** You acknowledge that your joining the Company as an Intern will not breach any agreement relating to internship or the provision of services to which you are or have been a party.

The Company may amend or discontinue any of its plans, programs, policies and procedures at any time for any or no reason with or without notice to the extent permitted by law.

This Offer Letter and the annexures appended hereto form an integral part of the Offer Letter. Nothing in this Offer Letter or any annexures thereto shall be construed as creating an employer-employee relationship between the Company and you. Notwithstanding anything contained in this Offer Letter, you will not have a right to employment with the Company.

7. To indicate your acceptance and agreement with all the terms of this Offer Letter and the attachments including the Internship Agreement, please share the signed copy of the Offer Letter, no later than **05 February, 2023**. It is clarified that the Internship offer made to you under this Offer Letter will automatically lapse on **05 February, 2023** and will no longer be valid if we do not receive your signed acceptance of the Offer Letter. It is further clarified that the Internship offer under this Offer Letter is contingent upon you joining the services of the Company on the Internship Commencement Date. The Internship offer made to you under this Offer Letter, will be deemed withdrawn on your failure to join the services on the Internship Commencement Date.

Tharun Teja Chidurala, we are excited about having you intern with us. On behalf of the PwC AC Bangalore team, we hope you find these terms and conditions suitable. If you have any questions about the contents of this letter, please do not hesitate to contact us_advisory_ac_india_hc_operations@pwc.com.

Yours truly,
For PricewaterhouseCoopers Service Delivery Center (Bangalore) Pvt. Ltd

Jatin Vijay
Jatin Vijay (Feb 3, 2023, 20:30 GMT+5.3)

Authorized Signatory

Date: Feb 2, 2023

I, **Tharun Teja Chidurala**, accept the offer and terms of internship as detailed in this letter and the attached Internship Agreement.

Tharun Teja

Date: Feb 3, 2023



To,

Name : Vishnu Vardhan Tokala

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vishnu Vardhan Tokala,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** -Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Application Development Associate**
- **Annual fixed compensation** for the fiscal will be **INR 3,83,000**; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- **Local Variable Bonus** - At your career level, the maximum annual target variable pay-out is estimated as **INR 32,500**. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- **Maximum Annual Total earning potential – INR 4,15,500 /-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 25,000**; payable upon successful completion of initial training as per company process.
- **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 11,400 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 4,58,300/-**

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

“This is an electronically generated document does not require signatures”

21st February, 2023

Dear Graduate Engineer Trainee,

WELCOME TO THE JSW GROUP

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of Graduate Engineer Trainee ("GET") in 'L08T' grade and your subsequent appointment will be subject to the following terms and conditions:

- A. Your initial remuneration as a GET during training period with JSW shall be Rs. 8 lakhs per annum ("CTC").
- B. You shall be eligible for Rs. 1.5 lakhs ("Retention Bonus") spread over 2 years.
- C. This offer is valid subject to your Graduation Passing with Min 60% aggregate.
- D. The location where you shall be posted to shall be communicated to you by May, 2023. You are requested to report at your assigned location a day prior to your Joining day. Your appointment shall be final subject to the following conditions of eligibility:
 - a. You having secured at least 60% in your 10th and 12th standard examinations,
 - b. You having completed the B. E/ B.Tech course with a First Class (aggregate 60% or equivalent or more and as per University declaration). In case you fail to clear your degree, then the offer shall be revoked.
 - c. You having being declared medically fit by a certified medical practitioner and having provided the necessary documents to such effect. In the event of any medical abnormality, your offer will stand cancelled.
 - d. You having cleared all reference checking and submission of the following documents at the time of your joining:
 - o Originals & Copies of all Educational Certificates – S.S.L.C, H.S.C, UG/PG, Additional qualifications (If any)
 - o Proof of your Date of Birth
 - o PAN Card / Aadhar Card
 - o 5 Passport size photographs
 - o Submission of medical fitness as per the medical tests prescribed by JSW.
 - o Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
- E. In the event of you not meeting any of the conditions of eligibility stated above, you shall not be eligible for appointment and the offer of appointment shall stand revoked and withdrawn with immediate effect. In the event of you furnishing any wrong, inaccurate information or suppressing any of the information, your appointment as well as this offer, shall be terminated and revoked with immediate effect.
- F. A detailed "Appointment Letter" will be issued to you upon your joining, subject to you fulfilling the conditions of eligibility as stated above. You shall be required to abide by all the terms of the Appointment Letter at all times during your tenure with JSW.



- G. Further, at any time, during your tenure with JSW, you may be deputed or transferred to any of JSW's plant locations, unit, site across India or overseas including JSW's partly or fully owned affiliate, subsidiary, group companies or promoter establishment, as per the requirement of JSW.
- H. The terms of this LoI are strictly confidential and should be treated as privileged information between you and JSW and you are expected to maintain such information appropriately.
- I. This offer and the terms of this LoI apply to the person above named and as identified by JSW through its recruitment process. This offer or its conditions shall not be construed to the benefit of any other person at any time.
- J. You shall be governed by and shall be subject to JSW's HR Policies, code of conduct, standing orders, and such other rules, regulations and guidelines applicable to your category and location of posting, as prevailing under applicable law at the time of your joining JSW or as may be subsequently modified, amended or replaced from time to time.
- K. You acknowledge that in case of your subsequent appointment with JSW, you shall not accept any other training or employment or otherwise directly or indirectly be engaged with any trade, business or pursuit on your own account or as an agent for others, without the prior consent of JSW.
- L. This LoI shall be governed by the laws of India and in the event of any dispute hereof, the appropriate courts in Mumbai shall have exclusive jurisdiction to adjudicate such disputes.
- M. This LoI supersedes all and any other offer/ communication, whether oral or in writing, issued to you earlier.

Kindly confirm acceptance of the above offer via email (gulistaan.ragina@jsw.in / jsw-calyxpod@calyxpod.com) latest within 3 days of the receipt of this LoI by you, as a token of your having read, understood and accepted the offer, failing which this LoI shall stand cancelled, withdrawn, revoked and shall become void.

We welcome you to the JSW family and look forward to you joining us. We are confident that you will find new challenges, opportunities and satisfaction in your association with JSW.

With Best Wishes,

Yours sincerely,

Dilip Pattanayak

President & CHRO – Steel & Corporate

For JSW Steel / Paints / Infrastructure / ONE Platform

- 29/03/2023.
Atikethi Vivek Chandra



Date: 08/02/2023

Ref: TMEIC/GET/2023/41

Mr. Kola Srinivas

3-75/3, Gollapally, Turkalamaddikunta,
Karimnagar, Telangana-505172

Dear **Mr. Kola Srinivas**,

Sub: **Offer for Training with the Organization.**

Thank you for exploring career opportunities with TMEIC Industrial Systems India Pvt. Ltd. We are pleased to inform you that based on the interviews conducted recently, you are selected as "**Graduate Engineer Trainee**" in our organization. You shall undergo training in our organization for a period of one year commencing from the date of your joining the organization.

As informed by your educational institute, your final examinations are due to get completed in the 2nd week of June 2023 and you will receive your results and certificates by First week of July 2023. Your selection as a Trainee in our organization is subject to your passing the final academic exams in the first attempt (B. Tech or M. Tech as the case be) and acquire the degree. Please note that you will have to produce the final passing certificate along with the marksheet to the organization immediately after the declaration of the results.

Considering the foregoing, you are required to join the organization tentatively between 10th July 2023 to 20th July 2023. The exact date of joining will be communicated to you. In the event of failing to acquire the required qualification and/or submitting the marksheet and passing certificate, this offer of traineeship will stand withdrawn. Also, if you fail to join on the date communicated to you, this offer will stand withdrawn.

Initially you shall be based at our office at **Unit # 03-01, Third Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081**. In times to come, based on the requirements, you may be placed at any other locations where the company has factory, office or business activities, either in India or abroad.

During the training period, you will be paid an all-inclusive/Cost to Company (CTC) compensation of **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Additionally, you will also be paid a one-time amount of **Rs. 50,000/-** (Rupees Fifty Thousand Only) as Bonus for successful completion of the training with satisfactory level of performance. This one-time payment shall be made to you at the end of your training period. In case you leave on your own or the management terminates your traineeship for whatever reason before the said period of one year or you fail to perform as per the expectations of the management, you shall not be eligible for receiving the above mentioned one-time amount.

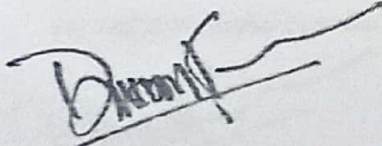
The details of your Compensation and Benefits is mentioned in **Annexure-A**. The terms and conditions that will govern your training are mentioned in **Annexure-B**.

This offer automatically stands terminated at the end of the period of one year, unless you are informed otherwise about further extension of training in writing by the management.

In case of further clarifications, please feel free to contact Mr. Karthik Rao Joginipelly on mobile: 9885337177 or email: karthikrao.joginipelly@tmeic.in.

We welcome you to **TMEIC India** and look forward to a long and mutually beneficial association.

For **TMEIC Industrial Systems India Pvt Ltd.**



Uttam Rathod
Head – Corporate HR

Encl.: Annexure – A (Compensation Details)
Annexure – B (Terms & Conditions of Training)

TMEIC Industrial Systems India Private Limited

Unit # 03-01, 3rd Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081, Telangana, India
CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | Tel: +91 40 4434 0000 | Fax: +91 40 4434 0034

Annexure – A

COMPENSATION DETAILS

Fixed Component	Monthly (INR)	Annual (INR)
I) Basic Salary	21500	258000
II) Other Flexi Allowances	6886	82630
A) Total Fixed Components (I+II)	28386	340630
Benefits		
III) Employer's contribution to the Provident Fund as per the provisions of the PF Act (@ 12% of Basic Salary)	2580	30960
IV) Gratuity (As per the provisions of the Gratuity Act)		12410
V) Notional Value of Insurance Premium paid by the company for Group Mediclaim Policy, Group Personal Accident Policy & Group Term Life Insurance Policy		16000
B) Total Benefits (III+IV+V)		59370
CTC (A+B)		400000

Other Flexi Allowances

The other Flexi allowances and their permissible limits are as follows:

Allowance	Permissible Limit
House Rent Allowance	0-40 % of Basic
Leave Travel Allowance*	Rs.0 to Balance
Meal Coupons	Rs.13,200 per annum or Rs.26,400 per annum.
Special Allowance	Balance Amount

***Leave Travel Allowance:** Reimbursement can be claimed in accordance with the Income Tax rules. Unclaimed amount if any at end of the financial year will be taxed and credited to employee account.

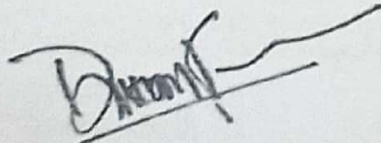
Insurance Benefits

Group Term Life Insurance - Maximum amount covered is equal to Ten times of CTC, subject to a maximum of 1 Crore.

Group Personal Accident Insurance - Maximum amount covered is equal to Two times of CTC.

Group Mediclaim Policy – Maximum Medical Insurance Coverage is INR 4,50,000 for Self, Spouse, Children and Dependent Parents.

For TMEIC Industrial Systems India Pvt Ltd.



Uttam Rathod
Head Corporate HR

TMEIC Industrial Systems India Private Limited

Unit # 03-01, 3rd Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081, Telangana, India
CIN: U74120TG2010PTC089753 | www.tmeic.in | corporate@tmeic.in | Tel: +91 40 4434 0000 | Fax: +91 40 4434 0034

Annexure – B**1. Training Agreement****(a) Secrecy**

During the period of your training, you will work honestly, faithfully, diligently and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge.

(b) Conflict of Interest

Your position with the Company calls for whole time training and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder of the parent companies) in any other trade or business, during your training with the Company.

2. Termination of Training

- a. During the training period of one year, either party can terminate this contract without giving any notice or without giving any reason.
- b. At the end of the duration of the training period of one year, the company/management at its sole discretion, may decide to offer you a regular employment on its rolls, else your traineeship shall automatically stand terminated.
- c. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on training. In such case, your training shall automatically come to an end without any notice of termination.
- d. Your behavior will be governed by the Company's code of conduct "Integrity commitment". You will be required to acknowledge the receipt of the same and make a commitment to abide by the rules laid down in the policy. If there is any non-compliance with the same or non-performance of contractual obligation of the terms and conditions laid down in this agreement, your services could be terminated without any notice, notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- e. In case there is any adverse report against you through either reference check or if you have provided us with any false declaration or willfully suppressed any material information which may be detrimental to the interests of the company, the company reserves the right to terminate your services without notice (notwithstanding any other provisions), on the grounds of misrepresentation of facts.

3. Retirement Age

The age of retirement from the services of the company is 60 years.

4. Assignments/Transfer/Deputation

Though you have been engaged for a specific position, the Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new location shall govern you.

You shall, only at the request of the Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.

5. Restraints**Non-disclosure**

You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company that you may have pursued as an associate of the Company.

TMEiC Industrial Systems India Private Limited

Unit # 03-01, 3rd Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081, Telangana, India
CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | Tel: +91 40 4434 0000 | Fax: +91 40 4434 0034

Authorisation

Only those authorized by a specific power of attorney may sign legal documents, representing the Company.

6. Overseas Service Agreement

As the Company will be spending substantial amount of time and money for your deputation / secondment abroad, you may be required to sign a deputation agreement with the Company and also execute a Surety Bond on such terms, as the Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving the Company for a stipulated period).

7. Intellectual Property Rights

All intellectual property rights, including, but not limited to, Patents, Copyrights, Methodologies, Designs and Semiconductor chips shall be assignable to the Company and shall be deemed to be "work made for hire". You shall execute/sign such documents for this purpose, as and when required by the Company.

8. Jurisdiction

Even though the Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your training will be the courts in Secunderabad only.

9. General

The above terms and conditions including those in Annexure - A (Compensation Details) are based on prevailing Company policies, procedures and other rules currently applicable in India as well as overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Travel, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as shall be in force from time to time.

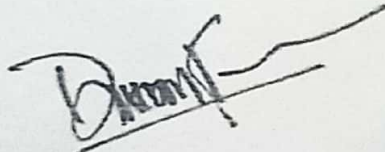
10. Joining Procedure

At the time of joining, you are requested to submit the following documents:

- a) Self - attested copies of certificates supporting your qualifications (from schooling onwards to highest degree) along with marks sheets.*
- b) Five colored passport sized photographs.
- c) Attested copies of
 - Passport /Driving License
 - Aadhar Card
 - PAN card

* Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer.

For TMEIC Industrial Systems India Pvt Ltd.



Uttam Rathod
Head Corporate HR

Acceptance and Acknowledgement

I, K Srinivas, hereby acknowledge that I have read all the terms and conditions mentioned above in the offer for training with the organization and confirm my acceptance to the same.

.....
(Signature)

Date: 09-02-2023

TMEIC Industrial Systems India Private Limited

Unit # 03-01, 3rd Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081, Telangana, India
CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | Tel: +91 40 4434 0000 | Fax: +91 40 4434 0034



160119734302_Pavankumar Naraboina_Aveva

EMPLOYMENT AGREEMENT

15-NOVEMBER-2022

BETWEEN

AVEVA SOLUTIONS INDIA LLP

AND

NARABOINA PAVAN KUMAR

This employment agreement is entered at **Hyderabad/ Bangalore**, on **15-Nov-2022**

BY AND BETWEEN:

- (1) **AVEVA Solutions India LLP**, a company having its registered office at 2nd Floor, Salarpuria Touchstone, Sarjapur Outer Ring Road Bangalore – 560103 hereinafter referred to as the **Company** which expression shall, unless contrary to the context or meaning thereof be deemed to mean its successors in business and permitted assigns;

AND

- (2) **Naraboina Pavan Kumar** a citizen of India, with address at 16-1-168, Kareemabad road, Warangal, Telangana, India -506002.

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

1. APPOINTMENT

- 1.1 The Employee shall commence employment with the Company on **3-July-2023** as the **Graduate Trainee** at Job Level **B**.
- 1.2 The Employee shall be bound by the terms and conditions laid down in the Agreement. The Employee will report to **R&D Manager, Product Test**. The Employee's designation and reporting relationship may undergo a change from time to time as may be determined by the Company.
- 1.3 The employment is conditional upon completion of a background check of the Employee. Should any information provided by the Employee be determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of the Agreement and the Company may then terminate employment without providing any notice or pay in lieu thereof.
- 1.4 The employment is further subject to the Employee maintaining his/her right to work in India (including any requirements under immigration laws).

2. PROBATION

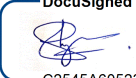
- 2.1 The Employee will initially be on probation for a period of [6] months from the Effective Date. The confirmation of service with the Company is subject to the Employee's satisfactory performance during the period of probation. The Company reserves the right to (i) extend the period of probation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

SIGNATORIES

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

SIGNED AND DELIVERED

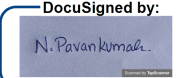
For and on behalf of **AVEVA Solutions India LLP**

DocuSigned by:

C2545A60523244F...

Name: **Shhyaam Konka**

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

EMPLOYEE

DocuSigned by:

20BA6E03AEDF488...

Name: Naraboina Pavan Kumar

Date: 17 November 2022

Date: 05-Nov-2022

Name: Deepak kandukuri

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Deepak kandukuri,

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.

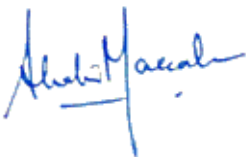
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

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.



12) Workplace Etiquettes

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

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

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

13) Information Disclosure

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

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

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

14) Information privacy

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

Agreed and Accepted

Signature :

Name :

Date :



Mindtree – LTI Amalgamation

Dear Deepak kandukuri

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.**

Offer Letter | Engineer Intern | Medha Servo Drives Pvt Ltd!

From: Sai Priyanka.Polareddy (HR)

saipriyankap@medha.com

To: PURNACHANDAR D

ugs19304_eee.purnachandar@cbit.org.in

Sent: Sunday, February 12, 6:08 PM

Dear Candidate,

Greetings from Medha Group Of Companies...!!!

Congratulations !

We are pleased to offer you an appointment in our organization i.e **Medha Servo Drives Pvt Ltd.** as "**Engineer - Intern**" for period of **6 months**. You will be paid Stipend of **Rs.20,000/- (P.M)**.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Based on our conversation, We confirm you to join **15.02.2023** at **9.00am (Wednesday)** at our R&D at below mentioned address. **Please reply to this mail as a formal confirmation.**

Please find the attached Google map link to reach the Medha.

<https://goo.gl/maps/9U5EyW5i9wxaU54U8>

Manufacturing Unit Address

Medha Servo Drives Pvt. Ltd. R&D,
Beside Govt Mint Compound,

Cherlapally, Hyderabad
Contact No. 040-67237001

Contact Person at the time of joining : Ms. Sai
Priyanka ([7799912137](tel:7799912137)) in HR Department

***Please submit the following documents at the
time of joining.***

***Note: Submission of color xerox of below
certificates is mandatory, without this not
allowed for joining.***

1. Photocopies of academic certificates with originals for verification.
2. **Color Xerox** of all family members aadhar Cards with complete date of birth **(mandatory)**:
 - A. Self
 - B. Father
 - C. Mother
 - D. Spouse & Children,(if married)
3. Passport Size photographs -02
4. Identity Proof (PAN card, if not applied for PAN card apply and submit the proof of acknowledgment)
5. Blood group Certificate **(Mandatory)**.
6. If you are having Bank Account (SBI / ICICI) you can bring. If it is not there we will open new account.
7. Vaccination certificate to be submitted at the time of joining (compulsory)
8. Family Photo (Post card size) **(Mandatory)**.

****Proofs submitted should match the name as
that of your Aadhar Card with complete date
of birth.***

--

Best regards,
Sai Priyanka P|Executive-HR
T:040-67237218|M:[7799912137](tel:7799912137)
Medha Servo Drives Pvt. Ltd.

Email: saipriyankap@medha.com

web: www.medha.com

Disclaimer:The information contained in this e-mail and/or attachments to it may contain confidential data (or) privileged information of Medha. If you are not the intended recipient, any dissemination, use in any manner, review, distribution, printing, copying of the information contained in this e-mail and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify the sender and immediately delete the message and attachments (if any) permanently.

"Please consider the environment before printing this message."

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,

Lanka Akshaya,
Hyderabad.

OFFER LETTER

Dear Lanka Akshaya,

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.

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 | : | Lanka Akshaya |
| 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

दूरभाष: 0891-2586252/2586405

फैक्स: 0891-2559464

ई-मेल: admin.dept.nstl@gov.in

भारत सरकार/रक्षा मंत्रालय

रक्षा अनुसंधान तथा विकास संगठन

कार्मिक निदेशालय, कार्मिक एए1

266, 'ए' खण्ड, डी आर डी ओ भवन

राजा जी मार्ग नई दिल्ली- 110 011



Telephone: 0891-2586252/2586405

FAX: 0891-2559464

E-mail: admin.dept.nstl@gov.in

Government of India

Ministry of Defence

Defence Research & Dev.Orgn.

Directorate of Personnel (Pers-AA1)

266 'A' Block, DRDO Bhawan,

Rajaji Marg, New Delhi - 110 011

DRDO/NSTL/ESTT/003/DRTC/STA-B/C-10

Date: 13 March 2023

To,

Mr. Dhanavath Ashok

S/o Mr. Dhanavath Gopya

H.No.- 6-152, Bhikya Thanda

Vill.+Mandal - Shivampet, Dist. - Medak,

Telangana - 502 334

Sub: Appointment to the Post of Senior Technical Assistant-B in DRDO at Naval Science & Technological Laboratory, Visakhapatnam

I am directed to state that on the basis of recommendations of CEPTAM, the Undersigned is pleased to offer, **Mr. Dhanavath Ashok** (Date of Birth: 22/12/2000) S/o Mr. Dhanavath Gopya, an appointment provisionally to the post of **Senior Technical Assistant-B** (Non Gazetted Group 'B' post) in the Defence Research & Development Organization at **Naval Science & Technological Laboratory, Visakhapatnam** with effect from the date the individual reports for duty as **Senior Technical Assistant-B** on a pay as may be fixed accordingly to rules in **Pay Level-6** [i.e. Pay Level corresponding to pre-revised Grade Pay of Rs. 4200/-in Pay Band of Rs. 9,300 to Rs. 34,800]. He/She will also be entitled to draw allowances as admissible to Central Government employees from time to time.

2. The terms and conditions of the appointment are as follows:-

(a) The appointment is **provisional** and is subject to verification of Character and Antecedents and other documents. In case Character & Antecedents of the candidate is found not verified or any false information is given by the candidate in his /her self-declaration, the provisional appointment letter will be cancelled forthwith and other criminal/legal action will also be taken, as a consequence.

(b) The appointment is provisional and is subject to verification of Caste/Tribe/OBC certificate being verified through proper channels and if the verification reveals that the claim of belonging to the Scheduled Caste/Scheduled Tribe/OBC as the case may be, is false, the services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of false certificates.

glo

Cont...2...

(c) He/She will be subject to conditions of service as applicable to temporary civilian government employee paid from Defence Services Estimates in accordance with the rules and orders issued by the Government of India from time to time.

(d) He/She will be on probation for a period of **two years** from the date he/she assumes charge as **Senior Technical Assistant-B** which may be extended at the discretion of the Competent Authority. Failure to complete the period of probation to the satisfaction of Competent Authority will render you liable to be discharged from service.

(e) Till such time he/she is confirmed in the above post, his/her service will be governed by the Central Civil Services (Temporary Service) Rules, as per which his/her appointment may be terminated at any time by a month's notice given by either side, without assigning any reasons. The appointing authority, however, reserves the right of terminating his/her services at any time by making payment a sum equivalent to the pay and allowances for the period of notice or the un-expired portion thereof.

(f) He/She will be required to undergo mandatory induction training for duration of **Two Weeks** (as prescribed in the Recruitment Rules) and additional training for a period as and if recommended by the CEPTAM. Successful completion of the training is a pre-requisite for completion of probation.

(g) His/Her appointment carries with it the liability to serve anywhere in India in the offices coming under Government of India and the Organization retains the right to initially post and subsequently transfer at its discretion, to such offices located anywhere in India. He/She is required to submit a declaration in this regard.

(h) He/She will not be entitled to travelling allowance for joining the appointment, unless otherwise eligible under the rules.

(i) He/She will be required to take oath/affirm in the following form:-

"I, _____, do swear / solemnly affirm that I will be faithful and bear true allegiance to India and to the Constitution of India as by Law Established, that I will uphold the sovereignty and integrity of India and that I will carry out the duties of my office loyally and with impartiality. So help me God."

(j) In accordance with the Central Civil Services (Conduct) Rules 1964, he/she will not be eligible for appointment under Government of India, if he/she has more than one spouse living. He/She is therefore, requested to submit a declaration in this regard at the time of reporting for duty.

g h w

(k) If any declaration given or information furnished by him/her proves to be false or if he/she is found to have willfully suppressed any material information, he/she will be liable to removal from service and such other action as Government may deem necessary. Whenever it is found that he/she was not qualified or eligible in terms of Recruitment Rules etc., for initial recruitment in service or had furnished false information or produced false certificate his/her service will be terminated, or he/she will be removed or dismissed from service as the case may be as per relevant rules. To this effect he/she has to submit a declaration that all the documents/ material information are true and correct.

(l) If he/she is securing appointment against a vacancy reserved for OBC category, he/she has to submit a declaration that he/she is eligible for such appointment and does not belong to Creamy Layer of the community.

(m) He/She will have to furnish in specified proforma, the return of assets and liabilities on first appointment under Section 44 of Lokpal and Lokayukta Act, 2013.

(n) He/She will have to abide by such rules made for Government servant by the Government of India.

3. If he/she accepts the offer on the terms and conditions above, he/she is advised to intimate his/her **acceptance of the offer under the terms and conditions mentioned at Para 2 above** to this office **and may report for duty to the Director, Naval Science & Technological Laboratory, Vigyan Nagar, Visakhapatnam, Andhra Pradesh-530027 within thirty days of receipt of this letter.** Submission of acceptance to the terms and conditions is prerequisite for appointment in this organization.

4. He/She will be governed by the existing Govt. orders on the subject of Pension.

5. He/She will be required to produce his/her certificates in original, for verification at the time of joining duty.

(Dr. Y. SREENIVAS RAO)
OS & DIRECTOR

NSTL-DRDO, Visakhapatnam

Copy to,

- (i) The Director, CEPTAM
- (ii) SO to DG (HR)
- (iii) O/o DG (NS & M)

Date: 08/02/2023

Ref: TMEIC/GET/2023/45

Mr. G S S Varaprasad
H.No:5-43, Karvena, Bhoothpur,
Mahabubnagar, Telangana-509301

Dear **Mr. G S S Varaprasad**,Sub: **Offer for Training with the Organization.**

Thank you for exploring career opportunities with TMEIC Industrial Systems India Pvt. Ltd. We are pleased to inform you that based on the interviews conducted recently, you are selected as “**Graduate Engineer Trainee**” in our organization. You shall undergo training in our organization for a period of one year commencing from the date of your joining the organization.

As informed by your educational institute, your final examinations are due to get completed in the 2nd week of June 2023 and you will receive your results and certificates by First week of July 2023.

Your selection as a Trainee in our organization is subject to your passing the final academic exams in the first attempt (B. Tech or M. Tech as the case be) and acquire the degree. Please note that you will have to produce the final passing certificate along with the marksheet to the organization immediately after the declaration of the results.

Considering the foregoing, you are required to join the organization tentatively between 10th July 2023 to 20th July 2023. The exact date of joining will be communicated to you. In the event of failing to acquire the required qualification and/or submitting the marksheet and passing certificate, this offer of traineeship will stand withdrawn. Also, if you fail to join on the date communicated to you, this offer will stand withdrawn.

Initially you shall be based at our office at **Unit # 03-01, Third Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081**. In times to come, based on the requirements, you may be placed at any other locations where the company has factory, office or business activities, either in India or abroad.

During the training period, you will be paid an all-inclusive/Cost to Company (CTC) compensation of **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Additionally, you will also be paid a one-time amount of **Rs. 50,000/-** (Rupees Fifty Thousand Only) as Bonus for successful completion of the training with satisfactory level of performance. This one-time payment shall be made to you at the end of your training period. In case you leave on your own or the management terminates your traineeship for whatever reason before the said period of one year or you fail to perform as per the expectations of the management, you shall not be eligible for receiving the above mentioned one-time amount.

The details of your Compensation and Benefits is mentioned in **Annexure-A**. The terms and conditions that will govern your training are mentioned in **Annexure-B**.

This offer automatically stands terminated at the end of the period of one year, unless you are informed otherwise about further extension of training in writing by the management.

In case of further clarifications, please feel free to contact Mr. Karthik Rao Joginipelly on mobile: 9885337177 or email: karthikrao.joginipelly@tmeic.in.

We welcome you to **TMEIC India** and look forward to a long and mutually beneficial association.

For **TMEIC Industrial Systems India Pvt Ltd.**

Uttam Rathod
Head – Corporate HR

Encl.: Annexure – A (Compensation Details)
Annexure – B (Terms & Conditions of Training)

TMEIC Industrial Systems India Private Limited

Unit # 03-01, 3rd Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081, Telangana, India
CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | Tel: +91 40 4434 0000 | Fax: +91 40 4434 0034

Annexure – A**COMPENSATION DETAILS**

Fixed Component	Monthly (INR)	Annual (INR)
I) Basic Salary	21500	258000
II) Other Flexi Allowances	6886	82630
A) Total Fixed Components (I+II)	28386	340630
Benefits		
III) Employer's contribution to the Provident Fund as per the provisions of the PF Act (@ 12% of Basic Salary)	2580	30960
IV) Gratuity (As per the provisions of the Gratuity Act)		12410
V) Notional Value of Insurance Premium paid by the company for Group Medclaim Policy, Group Personal Accident Policy & Group Term Life Insurance Policy		16000
B) Total Benefits (III+IV+V)		59370
CTC (A+B)		400000

Other Flexi Allowances	
The other Flexi allowances and their permissible limits are as follows:	
Allowance	Permissible Limit
House Rent Allowance	0-40 % of Basic
Leave Travel Allowance*	Rs.0 to Balance
Meal Coupons	Rs.13,200 per annum or Rs.26,400 per annum.
Special Allowance	Balance Amount
*Leave Travel Allowance: Reimbursement can be claimed in accordance with the Income Tax rules. Unclaimed amount if any at end of the financial year will be taxed and credited to employee account.	

Insurance Benefits
Group Term Life Insurance - Maximum amount covered is equal to Ten times of CTC, subject to a maximum of 1 Crore.
Group Personal Accident Insurance - Maximum amount covered is equal to Two times of CTC.
Group Medclaim Policy – Maximum Medical Insurance Coverage is INR 4,50,000 for Self, Spouse, Children and Dependent Parents.

For TMEIC Industrial Systems India Pvt Ltd.

Uttam Rathod
Head Corporate HR

TMEIC Industrial Systems India Private Limited

Unit # 03-01, 3rd Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081, Telangana, India
CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | Tel: +91 40 4434 0000 | Fax: +91 40 4434 0034

Annexure – B**1. Training Agreement****(a) Secrecy**

During the period of your training, you will work honestly, faithfully, diligently and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge.

(b) Conflict of Interest

Your position with the Company calls for whole time training and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder of the parent companies) in any other trade or business, during your training with the Company.

2. Termination of Training

- a. During the training period of one year, either party can terminate this contract without giving any notice or without giving any reason.
- b. At the end of the duration of the training period of one year, the company/management at its sole discretion, may decide to offer you a regular employment on its rolls, else your traineeship shall automatically stand terminated.
- c. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on training. In such case, your training shall automatically come to an end without any notice of termination.
- d. Your behavior will be governed by the Company's code of conduct "Integrity commitment". You will be required to acknowledge the receipt of the same and make a commitment to abide by the rules laid down in the policy. If there is any non-compliance with the same or non-performance of contractual obligation of the terms and conditions laid down in this agreement, your services could be terminated without any notice, notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- e. In case there is any adverse report against you through either reference check or if you have provided us with any false declaration or willfully suppressed any material information which may be detrimental to the interests of the company, the company reserves the right to terminate your services without notice (notwithstanding any other provisions), on the grounds of misrepresentation of facts.

3. Retirement Age

The age of retirement from the services of the company is 60 years.

4. Assignments/Transfer/Deputation

Though you have been engaged for a specific position, the Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new location shall govern you.

You shall, only at the request of the Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.

5. Restraints**Non-disclosure**

You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company that you may have pursued as an associate of the Company.

Authorisation

Only those authorized by a specific power of attorney may sign legal documents, representing the Company.

6. Overseas Service Agreement

As the Company will be spending substantial amount of time and money for your deputation / secondment abroad, you may be required to sign a deputation agreement with the Company and also execute a Surety Bond on such terms, as the Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving the Company for a stipulated period).

7. Intellectual Property Rights

All intellectual property rights, including, but not limited to, Patents, Copyrights, Methodologies, Designs and Semiconductor chips shall be assignable to the Company and shall be deemed to be "work made for hire". You shall execute/sign such documents for this purpose, as and when required by the Company.

8. Jurisdiction

Even though the Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your training will be the courts in Secunderabad only.

9. General

The above terms and conditions including those in Annexure - A (Compensation Details) are based on prevailing Company policies, procedures and other rules currently applicable in India as well as overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Travel, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as shall be in force from time to time.

10. Joining Procedure

At the time of joining, you are requested to submit the following documents:

- a) Self - attested copies of certificates supporting your qualifications (from schooling onwards to highest degree) along with marks sheets.*
- b) Five colored passport sized photographs.
- c) Attested copies of
 -) Passport /Driving License
 -) Aadhar Card
 -) PAN card

* Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer.

For TMEiC Industrial Systems India Pvt Ltd.

Uttam Rathod
Head Corporate HR

Acceptance and Acknowledgement

I, Varaprasad, hereby acknowledge that I have read all the terms and conditions mentioned above in the offer for training with the organization and confirm my acceptance to the same.

.....
(Signature)

Date:

TMEiC Industrial Systems India Private Limited

Unit # 03-01, 3rd Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500 081, Telangana, India
CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | Tel: +91 40 4434 0000 | Fax: +91 40 4434 0034



Congratulations !!
PFA the names of the
students who have been
selected for the post of
Inside Sales Strategist at
Rinex.

Punna Vaishnavi
Hima vamsi chirravuri
G.Sowmya
V.Rohini Reddy
Mohammed Fasi Ahmed
Pavan
VanamAnilkumar
Sai Anjan Kumar Vege
SARVEPALLI VENKATADRI
BABU
Dara Akhil
Kola Srinivas
Chapalamadugu Mahender
G Parameshwari
Jeevan Kumar Gyni
Pogula shivamani
GODAVARI SRI SAI AKHIL
K Praveen Kumar
Lakshmi Anusha Wudali
Manupati Vijay Kumar
Rushikesh Chowan
Shiny Roseleen Manne
Marka Meghana
Harini Bilakanti
Vasudev
Anjali Vanam
Jayasree Mochi
Kola Tharuni

The candidates who have not
been selected thank you for
participating and you may
also leave the group.
Selected students kindly
raise your hand and mention
your names.



6	Pavan	Pavangoud5125@gmail.com	Mechanical
7	VanamAnilkumar	vanamanil5252@gmail.com	Mechanical
8	Sai Anjan Kumar Vege	anjanvege22@gmail.com	Mechanical
9	SARVEPALLI VENKATADRI BABU	venkat010302@gmail.com	ECE
10	Dara Akhil	akhildara111@gmail.com	EEE
11	Kola Srinivas	kolasrinivas026@gmail.com	EEE
12	Chapalamadugu Mahender	chapalamadugumahender@gmail.com	EEE
13	G Parameshwari	gugulothparameshwari@gmail.com	Mechanical
14	Jeevan Kumar Gyni	jeevankumar12121@gmail.com	IT
15	Pogula shivamani	Shivamanipogula123@gmail.com	EEE
16	GODAVARI SRI SAI AKHIL	akhilgodavari.17@gmail.com	EEE
17	K Praveen Kumar	kanctekarpraveen@gmail.com	Mechanical
18	Lakshmi Anusha Wudali	anuwudali2001@gmail.com	Mechanical
19	Manupati Vijay Kumar	ugs19117_ece.vijay@cbit.org.in	ECE
20	Rushikesh Chowan	rushikeshchowan@gmail.com	EEE
21	Shiny Roseleen Manne	roseleen3702@gmail.com	EEE
22	Marka Meghana	markameghanaa@gmail.com	IT
23	Harini Bilakanti	harinibilakanti@gmail.com	IT
24	Vasudev	vasujupaka9988@gmail.com	Production
25	Anjali Vanam	anjalianam104@gmail.com	Mechanical
26	Jayasree Mochi	jayasreemochi@gmail.com	EEE
27	Kola Tharuni	kolatharuni20@gmail.com	EEE
28	Y.S Mahati	mahatiys@gmail.com	CSE

...

Date: 09-Nov-2022

Name: N P Vennela

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear N P Vennela,

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.

N.P. Vennela.
Nov 11, 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:

N.P. Vennela.

Name:

N P Vennela

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

9392761702

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 : N P Vennela****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
Mediclaim Premium	7,704.00	
D. Retirals & Other Benefits	37,968.00	
Cost to Company (CTC) C + D	400,008.00	



Medical Insurance Premium:

The Group 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 : N.P. Venneela

Name : N P VENNELA

Date : Nov 11, 2022



Mindtree – LTI Amalgamation

Dear N P Vennela

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

2022-11-11

Created:	2022-11-09
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAmg0EHlyCnq-WTjJD6wgqIk_7kZ_N9xyk

"Mindtree Offer Letter" History

-  Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
2022-11-09 - 4:28:50 PM GMT- IP address: 20.44.36.221
-  Waiting for Signature by vennelanp@gmail.com
2022-11-09 - 4:28:55 PM GMT
-  Signer vennelanp@gmail.com entered name at signing as N P VENNELA
2022-11-11 - 4:01:46 AM GMT- IP address: 106.76.224.25
-  Document e-signed by N P VENNELA (vennelanp@gmail.com)
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Signature Date: 2022-11-11 - 4:01:48 AM GMT - Time Source: server- IP address: 106.76.224.25
-  Agreement completed.
2022-11-11 - 4:01:48 AM GMT

160118734038_Pujith Pavan_Cognizant



A. Pavan
Sales Engineer



G-02, Sri Sai Sadan Apartment, NCL Colony, North Avenue, Kompally,
Hyderabad, Telangana - 500014



a.pavan@nihaanenergy.com



+91-9059709275



www.nihaanenergy.com





innovacx[®]
...experience innovation!

160118734093_Kankatala Subash_Innovacx

Date: 31-10-2023

Name: Kankatala V N D N Subash
1-1-21/59/1, Ram Naresh Nagar, Hyder Nagar,
Kukatpally, Hyderabad, Telangana, 500085.

Dear Mr. / Ms. Kankatala V N D N Subash,

Traineeship offer at Innovacx Tech Labs Private Limited

We are pleased to offer you a Traineeship opportunity at Innovacx Tech Labs Private Limited ("Company"), Hyderabad. Your traineeship shall commence on 02-11-2023 and shall continue for a period of Three Months. Your work location will be at Hyderabad.

During the period of your Traineeship, you will get a stipend of INR 10000 /- (Rupees Ten Thousand only) per month. You will not be under the direct payroll of the Company and therefore, you will not be receiving any of the employee benefits including, but not limited to, health insurance, paid leaves that the Company offers to its permanent employees.

This would be Traineeship-To-Hire position and your confirmation as a full-time employee depends upon your performance during training period, business requirement and Management's decision.

If above terms and conditions are acceptable to you. Please handover to us a signed copy of this letter immediately, in acceptance of the offer.

Thanking you in anticipation

Yours Sincerely
For Innovacx Tech Labs Private Limited

Authorized Signatory

Private Confidential

Innovacx Tech Labs Private Limited, One West Building, 22nd Floor, South Block, Narsingi,
Nanakramguda Service Road, Financial District Hyderabad, Pin: 500008, CIN:
U72200TG2014PTC096046,
www.innovacx.com



Offer of Employment - Buro Happold India | Khaja Izharuddin - Electrical Intern, Hyderabad |

2 messages

Sweta Barma <Sweta.Barma@burohappold.com>

Fri, 9 Dec 2022 at 1:02 pm

To: Khaja Izharuddin <izhar.khaja@gmail.com>

Cc: IndiaHR <IndiaHR@burohappold.com>, Flavia Chettiar <Flavia.Chettiar@burohappold.com>, Rohit Panwal <Rohit.Panwal@burohappold.com>

Dear Khaja,

Following your recent interviews and discussion with us, we are pleased to offer you the position of **Electrical Intern** for Buro Happold Engineers India Private Limited, based in **Hyderabad**. Also post your internship, once you will be able to share your Master degree we will take you on rolls with immediate effect.

The effective start date for your role with us is on or before **Monday, 12th December, 2022** as discussed. Please go through your offer letter and request you to revert with a signed and scanned copy of the same latest by **10th December, 2022**.

Looping in Rohit Panwal at this point to work with you on your pre-boarding formalities. Rohit is a HR Officer and represents the India HR team.

HYDERABAD OFFICE ADDRESS

BuroHappold Engineers India Private Limited,
Unit A, 1st floor, Spaces and More Business Park @ Gachibowli7,
Plot no 57 &68, Lumbini Enclave, Gachibowli, Hyderabad, Telangana – 500 032
[GOOGLE MAPS LINK](#)

NOTE - BuroHappold supports agile working practices and we will enable a setup where you can continue to work remotely and/or work from physical office as per business, client and personal needs. Please refer to our Agile Working Policy when you join, for more details.

I look forward to welcoming you to Buro Happold and by accepting this offer, we hope you will embrace the vision and values of our practice. Thank you.

Regards,

Sweta Barma

Recruitment Consultant | India

Buro Happold | Human Resources
Aurum Q-parc, Unit no. 2002, Building Q2, Level 16th, Floor 20th,
Plot no. GEN-4/1, TTC Industrial Area,

Thane Belapur Road, Ghansoli, Navi Mumbai – 400710

M: (+91) 9819614544

www.burohappold.com | [LinkedIn](#) | [Twitter](#) | [Instagram](#)

BURO HAPPOLD

This transmission is confidential and intended solely for the person or organization to whom it is correctly addressed. If you are not the intended recipient of this transmission, you should not take any action in reliance on it. Further, this transmission may contain confidential design and other information owned by Buro Happold Engineers India Private Limited (Buro Happold). You should not copy, distribute, use, offer for sale or hire such information or in any way infringe the design and intellectual property rights of Buro Happold. It is intended that communication by email from Buro Happold or its employees is limited to communications connected to the services provided by Buro Happold. Buro Happold accepts no liability for any communications not connected to the services it provides. Computer viruses may be transmitted or downloaded onto your computer system via email communication. It is the recipient's responsibility to take any action necessary to prevent computer viruses being transmitted in this way. Accordingly, Buro Happold disclaims all responsibility which arises directly or indirectly from such transmission of computer viruses. Buro Happold Engineers India Private Limited is registered in India; G1, Ackruti Corporate park, Next to GE Gardens, LBS Road, Kanjurmarg (west). Mumbai – 400078.

CIN : U29253MH2008PTC235854

GSTIN : 27AADCB3763B1Z0

Khaja Izharuddin <izhar.khaja@gmail.com>
To: Sweta Barma <Sweta.Barma@burohappold.com>

Fri, 9 Dec 2022 at 5:02 pm

This is with reference to your job offer letter dated 09 December 2022. I appreciate your offering me the position of Electrical Intern. I am extremely delighted to accept this offer and look forward to joining the company on 12 December 2022.

[Quoted text hidden]



PRIVATE AND CONFIDENTIAL

September 14, 2022

Pothala Pradeep Kiran
Hyderabad

Dear Pradeep,

SUB: LETTER OF ENGAGEMENT AS TRAINEE / INTERN

This has reference to your application dated **September 14, 2022** seeking an opportunity to work as an intern / trainee in our establishment. Based on your interview, we are pleased to inform you that you have been selected for undergoing training in our Organization as an **Technology Intern** on the following terms and conditions:

Nature of Training:

You will be undergoing training in our establishment in the area of "DTXT - OTP" effective from **October 26, 2022** and during the course of training you shall be under the guidance of **Praveena Injamuri**. You may be required to undergo training in different shifts if necessary to enable you to get adequate exposure of the functioning of different departments. Your training hours will be the same as that of regular working hours for the staff. You will observe weekly holiday and other holidays at par with regular staff. You shall follow rules and regulations of the work place during the period of training.

Duration of Training:

The duration of training will be from **October 26, 2022** for a period of 10 Months from the date of commencement of the Training. Unless the Company extends the period of your Training in writing, your Training / engagement with the Company shall automatically stand terminated at the expiry of the Training period on **August 25, 2023** and in no way mean a full time employment with the Company. In case of any performance related issues or violation of any Company Policy the Internship / engagement will be withdrawn by issuing a Termination Letter.

Stipend:

Scholarship: You will be paid INR. **30,000** (Per Month) as stipend for the period of training. The payment shall be subjected to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Other than the above payment you will not be entitled to receive any other amount or insurance benefits.

Date of Commencement of Training:

In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement duly signed and report for Training on or before **October 26, 2022**. While reporting for Training please bring 2 Passport size photographs, PAN card copy.



Confidentiality:

You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment. Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called **Confidential Information**.

You will keep the Confidential Information as confidential and not use it for any purpose other than the performance of your duties as an employee of the Company. You will not disclose it to any third party, in any manner, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.

Confidentiality obligations set out in this clause do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

Code of Conduct:

a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standards of ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes or other relevant local company policies that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as to the standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times.

If you have computer access, you will likely be able to submit your acknowledgment electronically. Information will be provided to you as to how to submit your electronic acknowledgment. If you do not have computer access, you should sign a copy of the acknowledgment form at the end of the Code and return it to your local Human Resources department.

b. The Company reserves the right to terminate your employment / engagement at any time if it does not receive your acknowledged, signed copy of any of the Codes.



THOMSON REUTERS

You acknowledge that non-compliance with any of the Codes or “Confidentiality Inventions Rights & Non-Competition Agreement” of Company’s entity may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment / engagement with or without notice.

Yours faithfully,

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Catriona Mackness
Director Regional HR, India

ENDORSEMENT

I accept all the terms and conditions stipulated in this letter of engagement.
I shall report to Training on **October 26, 2022**.

PLACE: Hyderabad

DATE:

SIGNATURE OF CANDIDATE:



Intellectual Property related Undertaking

By this undertaking (Undertaking), I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I:

(i) will promptly make full and complete disclosure about the Intellectual Property to the Company; and

(ii) Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.

2. The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trademarks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not, patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere in the world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.

3. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including without limitation:

(a) execution of necessary documents and written confirmations;

(b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property;

(c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.

4. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due or will accrue to me in consideration of the rights granted by me under this Undertaking.

5. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive any such rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.

6. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

7. I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the



THOMSON REUTERS

Company's policies for the time being in force.

ACKNOWLEDGED AND AGREED

Signature:

Name: Pothala Pradeep Kiran

Title: Technology Intern

Date:

160121766004_Vinay Kumar_GlobalLogic

GlobalLogic®

A Hitachi Group Company

- c) This clause is not intended to prevent you disclosing information required by or allowed by law.
- d) This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be **HR SPOC at Hyderabad location**. You are requested to report to our office situated at **(GlobalLogic Technologies Private Limited, Plot No: 590A, Road Number 31, Jubilee Hills, Aditya Enclave, Venkatagiri, Jubilee Hills, Hyderabad, Telangana 500033.)** at 10:00 am.

For GlobalLogic Technologies Private Ltd.



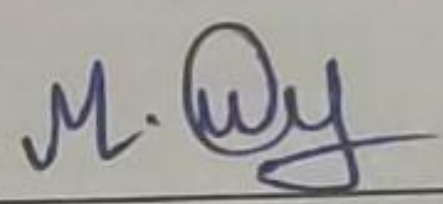
Shuchita Shukla
Associate Vice President, People Development


OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on 12-Dec-2022.

Date: 10/12/2022

Signature:


(Vinay Kumar Madishetti)


Mailing | Plot No. 509 A, Phase - I,
Road No. 31, Jubilee Hills, Hyderabad,
Telangana 500033


Registered | 6th floor, Block 1,
DLF Cyber city, Hyderabad,
Telangana 500019
Phone | 9140.81419000

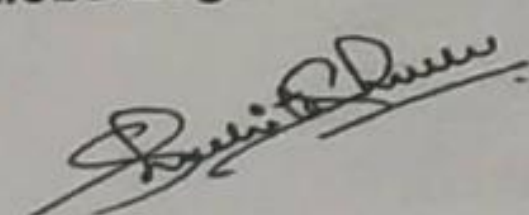

Phone | 9140.30419000


Web | www.globallogic.com
Mail | info@globallogic.com

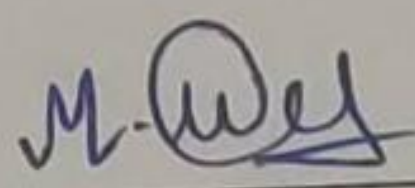

CIN | U72200TG2006PTC067980
GlobalLogic Technologies Private
Limited (Previously known as
GlobalLogic Technologies
Limited)


Annexure -1 Salary Structure	
Name : Vinay Kumar Madishetti	
Designation: Associate Analyst, Content Engineering	Grade: CE02 Band: X
WEF: 12-Dec-2022	Location : Hyderabad
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
	10000
Basic	1251
House Rent Allowance	1800
Statutory Bonus Information	0
Special Allowance	424
ESI Information	13475
Total Monthly (A)	161700
Total Monthly Annualised (B)	
Annual Components (In Rs.)	
	14400
Provident Fund (As per the PF Act 1952)	14400
Total Annualised (C)	176100
Total Fixed Annual Gross Salary (B + C)	
Annual Variable Components (in Rs.)	
	0
Annual Variable Pay ****(D)	176100
Total Gross Salary (Fixed (B+C)+ Variable D))	
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
	5769
Gratuity	1587
Mediclaime Insurance	7356
Total of Section B	183456
Total CTC (Section A + B)	36000
Incentive Indication(per annum)**	219456
Max Annual Total Remuneration	
In addition to Mediclaime, employee will be covered under below additional benefits -	
1. Group Term Life Insurance worth Rs. 5 Lacs,	
2. Group Personal Accident Insurance worth Rs.2 Lacs	
- An employee contribution of 0.75% will be deducted from employees inhand salary	
Employer ESI contribution shall be at the rate of 3.25% of the gross salary.	
** Incentive amount is not a guaranteed amount of your CTC. It may be higher, lower or nil per the terms described herein. Only top performers are eligible to get this incentive basis their monthly/ quarterly performance. The incentive amount may also be fixed for certain specific projects. The incentive program is discretionary, subject to change and based on individual and company performance. It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.	

For GlobalLogic Technologies Private Ltd.


Shuchita Shukla
 Associate Vice President, People Development

Signature


Vinay Kumar Madishetti
 Associate Analyst, Content Engineering


 Mailing | Plot No. 509 A, Phase - I,
 Road No. 31, Jubilee Hills, Hyderabad,
 Telangana 500033


 Registered | 6th floor, Block 1,
 DLF Cyber city, Hyderabad,
 Telangana 500019
 Phone | 91.40.6141.9000


 Phone | 91.40.3041.9009


 Web | www.globallogic.com
 Mail | info@globallogic.com


 CIN | U72200TG2006PTC087980
 GlobalLogic Technologies Private
 Limited (Previously known as
 GlobalLogic Technologies
 Limited)



05 January 2023.

160121766006_Vinod Kumar_Denali

To,

KORRA VINOD KUMAR,

Address: H. no: -3-97, Korradevulathanda, Devarakonda(M), Nalgonda(D)

Mobile: +91 9666883820

Sub: Offer Letter.

Dear MR. Korra Vinod Kumar,

Based on your enquiry and application for a suitable position in “**Denali Management Services Pvt. Ltd.**” and considering your experience and expertise as per our interview process, we are pleased to offer you an employment for the position “**Facility Engineer**” in our organization with a total annual remuneration of **₹ 3,81,600** and the salary break up as per Annexure I.

This offer is subject to you clearing your background verification conducted by our vendor partner.

We hope the above offer is attractive enough to have an affirmative response from you.

Please note this offer is subject to you accepting no later than **07 January 2023**.

Kindly acknowledge the receipt of this offer.

Kumari Tanuja

HR Manager

Denali Management Services Pvt Ltd.

CIN: U74999KA2016PTC144140 Regd. Office: Ground Floor, Nr Enclave, Municipal No. 489/1 Epip Industrial Area, Hoodi Sub Division Bangalore KA 560066



Annexure-1

Name: Korra Vinod Kumar,

Date of Joining: 09-01-2023

Designation: Facility Engineer

Reporting Manager: Mr. Hari Kishore

Job Location: Tecridge - Hyderabad

Department: Operation

Salary Breakup	Per Month(Rs)	Annual(Rs)
Basic Salary	24,000	2,88,000
House Rent Allowance	2,000	24,000
LTA	1,500	18,000
Special Allowance	2,500	30,000
Total Gross Salary(A)	30,000	3,60,000
Statutory		
PF (Employer) (B)	1,800	21,600
CTC (A+B)	31,800	3,81,600
PF Employee Contribution+ PT	2,000	24,000

Date:

Employee Name

Place:

Employee Signature

Denali Management Services Pvt Ltd.

CIN: U74999KA2016PTC144140 Regd. Office: Ground Floor, Nr Enclave, Municipal No. 489/1 Epip Industrial Area, Hoodi Sub Division Bangalore KA 560066