



DEPARTMENT OF SMS

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

S.No	Roll No	Name of student placed	Page No
1	160121672001	Adavelli Nikitha Reddy	1
2	160121672002	Ajmeera Durga Bhavani	2
3	160121672004	A Ambika	4
4	160121672005	BANDELA ASHMITHA	15
5	160121672006	Bodla Madhuri	17
6	160121672007	Boini Akhila	33
7	160121672008	Shalini Chintala	34
8	160121672009	Dontha Preethi Chandana	39
9	160121672010	Enuganti ashwitha	40
10	160121672011	Eppa Ankitha priya	47
11	160121672012	FIMEENA	48
12	160121672014	Gubba Pavani	52
13	160121672015	Gunukula Alekhya	53
14	160121672017	JADAV SANJONI	59
15	160121672018	Jyothi Bandla	63
16	160121672019	Kamalur Shravya	65
17	160121672022	Nilaya Kosuri	72
18	160121672023	Marripati Sai Chandrika	75
19	160121672024	Swetha Bhavani Madigela	76
20	160121672025	M. Anusha	82
21	160121672026	Meka Tanuja	85
22	160121672027	Mohammad Yakoobee	89
23	160121672028	Mudike Ruchitha Yadav	93
24	160121672029	Neele Sneha Latha	96
25	160121672030	Pallavi Tiwari	98
26	160121672031	Pandikonda Sindhu Priya	101
27	160121672032	Peddapuram Ashwini	108
28	160121672034	Ramya A.	119
29	160121672035	Sai Gandham Surekha	124
30	160121672036	Salapaka Mahalakshmi Sowmya	130
31	160121672037	Sanga Payal	132
32	160121672038	Sher Keerthana Reddy	135
33	160121672040	Thangepalli Sushma	140
34	160121672041	Vunnam Sai Gopika Sanjana	150
35	160121672042	Yamjala Sai Meghana	161
36	160121672043	Richitha Yerram	162
37	160121672044	B. Yesu Babu	173
38	160121672045	VENKATA CHANDAN	174
39	160121672047	Dhanavath Chittibabu	175
40	160121672051	Gundlapalli Raghu Deep	176
41	160121672055	K ABHILASH KUMAR	189
42	160121672058	MUTA VISHWANATH	192
43	160121672122	Tammali Sidda Lingeswar	198
44	160121672124	Vadla Bharath Kumar	199

45	160121672125	Vavilapalli Venkatesh	205
46	160121672064	Bhavana p Mahindra	210
47	160121672067	Dharur Pravalika Reddy	239
48	160121672068	DEVKATHE BHAVANI	245
49	160121672069	Disha Patel	246
50	160121672072	GADDAM KEERTHI REDDY	247
51	160121672073	Guda Naga Venkata Gayatri Swathi	255
52	160121672074	Jaladi Soumya Chowdary	260
53	160121672075	Kamarthi Lasya	262
54	160121672076	Karka Tejasree	266
55	160121672077	K.Anusree	268
56	160121672078	Kotcharlakota Jayalakshmi Nagamalleswari	272
57	160121672079	Kunaparaju Naga Pavan Sri Harshitha	278
58	160121672080	Vaishnavi Maddikunta	279
59	160121672081	Harika Reddy Medhini	280
60	160121672082	Kalyani Reddy Munnelli	283
61	160121672083	Nadiminty Bhargavi	288
62	160121672085	Chrissi Olivia	289
63	160121672087	Ratnapuri Preethi	296
64	160121672088	Shaik Mousina Shafeen	299
65	160121672089	Sidarpur Teja Rani	305
66	160121672090	Divija Vaidya	306
67	160121672091	Mahitha	311
68	160121672092	ADI PAVAN	312
69	160121672093	Allakonda Bhargav	318
70	160121672094	ALLANKI SAI CHARAN GOUD	322
71	160121672095	Abhishek Arua	331
72	160121672096	Bayagalla Prashanth Kumar	332
73	160121672097	Bharatha Arun	333
74	160121672098	Butti Akhil	335
75	160121672100	Chinthakunta Varun Sai	341
76	160121672101	Anil Gandla	345
77	160121672102	Gangadhari Sai Kiran	357
78	160121672103	Gogula Mahesh Pratheek	358
79	160121672104	Inaparthi Abhishikth	359
80	160121672105	Durga Naveen Jagarlamudi	362
81	160121672106	K Tharun kumar	367
82	160121672107	Vishnu Vardhan Katikala	368
83	160121672108	Khonde Akshay	387
84	160121672111	LAKUM AKHIL KUMAR	388
85	160121672112	Mashetty Sankeerth	389
86	160121672113	Mavilla Naveen Kumar Chary	401
87	160121672114	Mir Shahed Ullah	415
88	160121672115	PARASARA SRINIVASA BHATTAR	416
89	160121672116	P Sridhar	425
90	160121672118	R VENKATA CHETAN SHARMA	425
91	160121672120	Sankuri Akhil	434
92	160121672127	Syed Saquib Ali Syed Arshad Taher Subzwari	465
93	160121672128	Vanam Sathwik	472



Gupta, Harshita

BHOJANAPU VENKATA CHANDAN, + 12

17 Nov



Hi Venkata,

I am pleased to inform you that below students have cleared all the rounds of interview and are selected to join Franklin Templeton in 2023.

Congratulations to all the students for this achievement

1. Ratnapuri Preethi
2. S. Payal
3. K. Nilaya
4. Khonde Akshay
5. Y.sai meghana
6. Pallavi Tiwari
7. VADLA BHARATH KUMAR
8. K.Tejasree
9. Ruchitha Mudike
10. Nikitha Adavelli
11. Harshitha Konaparaju

Regards,

Harshita Gupta

Global Talent Acquisition

Franklin Templeton

To,
Ms. Ajmeera Durga Bhavani
1-133, Veavars Colony,
Mulugu Mandalam, Warangal,
Telangana - 506343

Subject: Letter of Offer

Dear Ajmeera Durga Bhavani,

This refers to the discussion that we have had regarding your employment with us. We are pleased to offer you an opportunity to be associated with our company as **Trainee - Human Resource**

The other terms and conditions of appointment are as below:

- 1) You will be paid salary as per the Annexure 1. The salary and the components thereof have been worked out on the basis of cost to the Company.
- 2) This offer is contingent upon your joining the services of the Company on or before **29 Mar 23**
- 3) You shall be initially on probation for a period of 6 months and your confirmation thereafter will depend on your performance during the probationary period. You shall continue to be on probation until and unless your services are confirmed in writing.
- 4) Your services can be terminated by giving three month months' notice from either side.
- 5) You will be initially posted at our **Hyderabad office**. However, your services are liable to be transferred to the different locations set up or which will be set up hereafter by the Company. You may also be transferred to Sister, associate or Group companies as per the business requirements of the company.
- 6) The age of retirement in the company is 60 years and you will retire from the service accordingly.
- 7) At the time of reporting, you are required to produce the list of documents mentioned in Annexure 2 and complete the required joining formalities.
- 8) The letter of appointment shall be issued to you on your joining the services of the Company.
- 9) Before your appointment and during the term of your employment with the company, you voluntarily agree for the company to conduct a back ground check on you.
- 10) If at any time during your employment, it is known that you have suppressed any material facts or relevant information required to be disclosed by you, company reserve the right to forthwith terminate your employment without notice and without any obligation to pay any remuneration or other dues to you irrespective of the period that you have been employed by the company.
- 11) If the above terms and conditions are acceptable to you, please sign the duplicate copy of this letter and return to us.

Thanking you,

for **Atria Convergence Technologies Limited**



Authorized Signatory

Atria Convergence Technologies Limited

Registered Office: No.1, 2nd & 3rd Floor, Indian Express Building, Queen's Road, Bangalore-560001, Karnataka.
Ph: 080-42884288, Fax: 080-42884200 www.actcorp.in
CIN: U72900KA2000PTC027290

Annexure 1

Components	Monthly	Annual
Basic	14584	175008
House Rent Allowance	4375	52500
Advance Statutory Bonus	2917	35004
Field & Mobile Allowance	1000	12000
Special Allowance	4491	53892
Gross	27367	328404
PF - Employer Contribution	1800	21600
Total CTC	29167	350000

*All components are subject to the applicable taxation norms for the Financial Year

Annexure 2

List of Documents required on your date of joining:

- Proof of Date of Birth
 - Copy of Educational Certificates
 - Copy of PAN Card
 - Copy of Address Proof
 - Copy of Aadhar Card
 - Previous Employments Details (service certificate and relieving letter etc.)
 - Last Pay Slip
 - Passport sized photographs (3 numbers)
-

Endorsement

I have gone through the letter of offer and have read and understood the terms and mentioned herein. I agree to abide by the same and I further agree to join your organization on _____.

Signature of Candidate:

Date:

Atria Convergence Technologies Limited

Registered Office: No.1, 2nd & 3rd Floor, Indian Express Building, Queen's Road, Bangalore-560001, Karnataka.
Ph: 080-42884288, Fax: 080-42884200 www.actcorp.in
CIN: U72900KA2000PTC027290



Three Galleria Tower
13155 Noel Road
Suite 100
Dallas, TX 75240-5090
Tel. 972.934.0022
Fax 972.960.0613

PRIVATE AND CONFIDENTIAL

www.ryan.com

09/07/2023

Amrthaluri Ambika
D.No 4-33, Main Road, Dronadula Village, Martur Mandal,
Bapatla 523261

Re: Employment with Ryan India Tax Services Private Limited

Dear Ambika,

In accordance with our recent discussions, this letter (hereinafter referred to as the "**Employment Letter Agreement**" or "**Agreement**") will confirm that the following shall be the terms and conditions of your employment with Ryan India Tax Services Private Limited (hereinafter referred to as the "**Company**"). We are confident you will find Ryan a unique and rewarding place to work; Ryan India has been recently certified as a Great Place To Work by the Great Place To Work Institute.

1. POSITION

You are appointed as **Tax Associate, Property Tax Compliance** of the Company and are required to join by the start date of **19/07/2023** by countersigning this Agreement within seven (7) days from the date of this Agreement as set forth above. As such, you shall perform the duties set forth in Annexure I.

2. INFORMATION PROVIDED BY YOU, REFERENCE CHECKS, BACKGROUND CHECKS

- a) The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, etc.) or at any time thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.
- b) The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of such checks, including by way of engaging third-party agencies to conduct such checks, and (ii) you consent to your personal details being used for conducting such background checks (including providing them to the third-party agencies solely for this purpose).
- c) The commencement or continuation of your employment with the Company is contingent upon a background check and check of references satisfactory to the Company. Further, the Company shall have the right, and you hereby consent to such monitoring of your performance and your activities during the period of employment with the Company as the Company deems fit.
- d) You shall submit to the Ryan Human Resources team a pre-approved document list as detailed in Annexure II to this Agreement and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

3. PROBATION/CONFIRMATION

You will be on probation for a period of six (6) months from the date of joining. The period of probation is subject to extension at the discretion of the management of the Company, by another period of six (6) months. Confirmation of employment following the probation period will not be construed to have taken place unless and until you are informed in writing by the Company to that effect.

During the period of probation, your services may be terminated by the Company for any reason or no reason, by giving notice of one (1) month without assigning any reason thereof. Similarly, during the period of probation, you may terminate the contract by giving one (1) month advance written notice to the Company. However, the formalities of submitting a proper letter of resignation and obtaining a no-dues certificate from all concerned shall have to be complied with.

4. REMUNERATION AND BENEFITS

Your total remuneration will be as set out in the attached Annexure III and will be payable on the 25th day of the next English calendar month for the previous month. All payments made to you will be subject to deductions required by law, including deductions in respect of tax and such other deductions and/or contributions as shall be required to be made pursuant to the applicable laws and policies and procedures of the Company. Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee ("Statutory Payments"). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

You will also be eligible to receive benefits based on benefits programs made available by the Company.

5. LOCATION

You will be based initially at the Company's Hyderabad office or such other place where there are offices or facilities of the Company or its clients. You may, however, be required to work at such other locations in India and/or abroad as the Company may from time to time desire. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may exist or come into existence.

You may be required to work overseas for any such period as may be deemed necessary by the Company. The Company does not guarantee the continuation of any perquisite at the new location.

6. ASSIGNMENT OF DUTIES

Subject to your qualifications and background, the Company reserves the right to assign any suitable position to you in the interest of business of the Company, during the course of your employment. It is hereby understood and agreed by you that you will not refuse the above mentioned assignment on any ground and that you will not be entitled to any additional compensation for effectively carrying out the duties.

7. HOURS OF WORK

You will be normally required to work five (5) days in a week. Further, you will work for nine (9) hours in a day, including one (1) hour for rest/lunch; however, these hours and/ or days may vary depending on the operational requirements of each department of the Company. The Company reserves the right to call you for work on an off day. Any variations on working patterns are at the discretion of the Company. In case of continuous delay or habitual absence in reporting for duty on time, the Company is entitled to take disciplinary action against you, including, but not limited to, termination of your service.

8. TRAVEL

You may be required to travel within or outside India with regard to the Company's business requirements. The mode and class of travel and any associated expenses, including accommodation, outside of the company's approved expense policy must be approved in writing by the Company before the travel is undertaken.

9. REIMBURSEMENT OF EXPENSES

You shall be reimbursed for all reasonable expenses incurred in the performance of your duties by the Company, pursuant to the Company's internal expense policies, provided you submit all the appropriate and adequate supporting documents of such expenses to the Company, including the vouchers for the expenses incurred, and the same has been approved by the Company. The Company always reserves the right to ask you for any additional information or documents, and to fill and sign any form or document, with regard to the reimbursements.

10. LEAVE ENTITLEMENT

You will be entitled to accrue thirty-nine (39) days of Annual Leave per year, which is accrued on a monthly basis. This entitlement will comprise Privilege Leave, Casual Leave, and Sick Leave, though the same will not be tracked individually for administrative convenience. Accruals will be calculated on a pro-rata basis during the first calendar year of employment.

Up to fifteen (15) days of unutilized Leave can be encashed each year. Carry forward is subject to a maximum accumulation of sixty (60) days in a given year.

If you leave the Company, whether due to termination by the Company or your resignation from employment, you will be entitled to payment in respect of accumulated Annual Leave along with the Annual Leave that has been accrued on a pro rata basis in proportion to the duration of the service in the English calendar year in which your employment expires.

11. PUBLIC HOLIDAYS

You are also entitled to ten (10) days holiday in a calendar year, which includes national and other festive holidays to be declared in advance in accordance with the relevant government notification.

12. NOTICE PERIOD FOR RESIGNATION

After confirmation pursuant to Section 2 above, you may terminate your employment with the Company by giving two (2) month written notice or payment/forfeiture of salary in lieu thereof. The Company, however, reserves the right to waive off the condition regarding notice period as above, and accept your resignation immediately on receipt, or from any date within the notice period, without any compensation whatsoever.

13. TERMINATION OF EMPLOYMENT

Without limiting clause 3, the Company may at any time terminate your employment:

- a) Without cause by giving you prior written notice of at least two (2) months (“Notice Period”) or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period. Payslip total means the total gross monthly salary as shown on your latest salary slip provided by the Company to you (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus, and any reimbursements.
- b) Forthwith if you are proved guilty of any gross or permanent default or misconduct in connection with or affecting the business of the Company or any group company, or in the event of any serious or persistent breach or non-observance by you of any of your terms and conditions of employment, or if in the opinion of the Company, you have conducted any willful misconduct or acted in any manner which is prejudicial or detrimental to the best interests of the Company.
- c) With immediate effect by a written notice to you if, the Company discovers that any information or document submitted by you is fraudulent, materially false or incorrect, or the Company following the conduct of background or reference checks referred to in clause 2 or otherwise receives information or becomes aware of information concerning you which the Company, acting reasonably, considers to be materially detrimental to its interest should your employment continue.
- d) By written notice, where in the event your appointment is made subject to you passing your educational qualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company.
- e) With immediate effect if you are absent from work for a period of eight (8) working days without the written approval of your reporting manager (including where you overstay your leave/training).
- f) With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company’s choice or your absence from work due to medical reasons exceeds two (2) months in any calendar year.

14. MISCONDUCT/BREACH

The Company may at any time suspend you from the performance of your duties or exclude you from the premises of the Company during any period of notice given by you or the Company or in circumstances in which it reasonably believes you to be guilty of misconduct or in breach of your terms and conditions

of employment, in order that the circumstances giving rise to that belief may be investigated. During the period of suspension, you will be paid one-half of the salary that would otherwise have been due for the first six (6) months and at seventy-five percent (75%) beyond six (6) months during the period of suspension. The total period of suspension shall not however exceed one (1) year in any case. If the misconduct is not established or the total period of suspension exceeds one (1) year, the employee shall be entitled to full wages during suspension period, and the period of suspension shall be treated as on duty. For the avoidance of doubt, there is no obligation on the Company to provide you with any work during any period of notice, and you will not be entitled to work on your own account or on account of any other person, term, or company or contact any of the Company's clients or suppliers during that period. Investigation/enquiry into alleged misconduct will be as per the Employee Handbook, Code of Conduct.

15. REPRESENTING THE COMPANY

You are not permitted to represent yourself as an authorized agent of the Company except in the course of the proper performance of your duties, if you are expressly authorized to do so in your relevant position as advised to you by the Company. When your employment ceases, you must not hold yourself out in any business context as being an employee or representative of, or otherwise connected to the Company. Should there be any misrepresentation, intention to deceive in this respect, or any attempt to interfere in this way in the existing business relations between the Company, including, but not limited to, its customers, agents, and suppliers, the Company may take proceedings against you to prevent any recurrence and to recover any losses incurred as a result.

16. INTELLECTUAL PROPERTY

The Company will own and be entitled to the benefit of all intellectual property, including, but not limited to, copyright (as well as moral rights), in all material made/ discovered/enhanced by you in pursuance of the terms of your employment by the Company.

17. CONFIDENTIALITY

You shall keep confidential at any time during or after your employment, any information (including proprietary or confidential information) about the business and affairs of, or belonging to, the Company or any affiliate of the Company or their respective customers or suppliers, including information which, though technically not trade secrets, the dissemination or knowledge whereof might prove prejudicial to the Company or its affiliated companies. You may be asked to sign a confidentiality agreement with the Company in this regard.

18. DATA PROTECTION

By signing this Agreement, you acknowledge and agree that the Company is permitted to hold personal information about you as part of its personnel and other business records and may use such information in the course of the Company's business. You acknowledge and agree that such information may be transferred between the Ryan group of companies, including transfers outside of India, in connection with the group's recordkeeping and business procedures and activities. You further agree that the Company may disclose such information to third parties in the event that such disclosure is, in the Company's view, required for the proper conduct of the Company's business or that of any associated company. This clause applies to information held, used, or disclosed in any medium.

19. COMPANY AND CLIENT PROPERTY

All equipment (including computer equipment), notes, memoranda, records, literature, publications, type set, lists of customers, suppliers and employees, correspondence, computer and other discs or tapes, data listings, codes, keys and passwords, designs, drawings, and other documents or material whatsoever (whether made or created by you or otherwise and in whatever medium or format) relating to the business of the Company or any of its affiliates or any of its or their clients (and any copies of the same) shall be and remain the property of the Company, or the relevant affiliate or client, and shall be handed over by you to the Company on demand and in any event on the termination of your employment.

20. DUTY TO COOPERATE

You, during and upon termination of your employment, agree to fully cooperate and assist the Company, on request and at the Company's sole expense, in providing truthful testimony or information with respect to all inquiries or investigations, claims and litigations, or any other matter pertaining to the Company. Further, it is agreed by you that you will fully, unconditionally, and immediately cooperate and assist the Company, in respect of any matter whatsoever on which in the opinion of the Company your assistance is required.

21. CHANGES TO TERMS OF EMPLOYMENT

The Company reserves the right to make changes to any of your terms and conditions of employment in writing.

You will be given not less than one (1) month's written notice of any significant or material changes, which may be given by way of an individual notice. Such changes will be deemed to be accepted unless you notify the Company of any objection in writing within five (5) business days of receipt of the notice of the change.

22. NON-COMPETE/NON-SOLICITATION

Unless otherwise provided by the Company in writing, during your employment, you shall work exclusively for the Company and shall not engage in any other employment, trade, business, or profession or work as an employee or in any other capacity, directly or indirectly, for any other person.

For at least twelve (12) months after you cease to be our employee, you shall not solicit the employment of or induce any of the Company's employees to leave the Company's employment.

You shall not seek to obtain business, customers, or orders for products/services, of a kind dealt in, produced, marketed, or sold by the Company in its ordinary course of business or otherwise do business with any person, firm company, or organization which was a customer of the Company or its affiliates during the last twelve (12) months of your employment with the Company without the prior written consent of the Company, within one (1) year of the termination of your employment.

23. SPECIALIZED TRAINING

In the event, the Company provides any specialized training to you, either in India or abroad and undertakes expenditure for this purpose, you will be required to enter into a Training Agreement stating the minimum period you are required to work with the Company post training.

24. ACCEPTANCE

It is hereby understood and agreed by you and the Company that this Agreement shall come into effect on the date of your countersignature hereto; provided, however, that your employment with the Company shall be conditioned upon verification of your antecedents and testimonials as furnished/claimed by you to the Company during the interviewing or hiring process and the fulfilment of any other prerequisites specified in your original offer letter or in this Agreement or any annexure hereto, all prior to the date which you are scheduled to join the Company pursuant to the first paragraph of this Agreement.

You shall cooperate and assist the Company during the verification of your antecedents and further, a relaxation in the abovementioned date of joining your duties may be granted or required by the Company at its sole discretion.

If the terms and conditions of appointment enumerated in this appointment are acceptable to you, then please confirm your acceptance by signing this document, and return it to the Company within the deadlines set forth in Section 1 above, failing which the offer will stand withdrawn as your action shall be deemed to be refusal to accept the same.

25. CONDITIONS FOR CONTINUED EMPLOYMENT

It is acknowledged by you that as a condition of your continued employment, you will be required to comply in every respect with the Company's policies and procedures as may be in effect from time to time, including those contained in the Company's Employee Handbook, and the Confidential Agreement applicable to the Company, each of which may be changed by the Company at any time at its discretion without any requirement to obtain your consent or approval or to notify you of the same. The Employee Handbook, as may be modified from time to time and once issued, shall form an integral part of this Agreement and hence the contract between you and the Company.

26. RETIREMENT

Retirement age for local staff is fifty-eight (58) subject to legislated changes. Staff may also be retired before the age of fifty-eight (58) years.

27. MEDICAL FITNESS

Your employment is subject to your being medically fit.

28. PROPER LAW AND JURISDICTION AND DISPUTE RESOLUTION MECHANISM

The terms and conditions of your employment will be governed by and constructed in accordance with the laws of India. The parties subject themselves to the exclusive jurisdiction of the courts in Hyderabad, Andhra Pradesh, India.

29. RESPONSIBILITY TO ABIDE BY CODE OF CONDUCT AND ANTI-CORRUPTION REGULATIONS

While performing duties for the Company, you will be responsible to abide by the company's Code of Conduct and all applicable national, state, local, and foreign laws, regulations and other legal requirements on anti-corruption, including but not limited to, the Prevention of Corruption Act, 1988; Prevention of Money Laundering Act, 2002; the U.S. Foreign Corrupt Practices Act; and the United

Kingdom Anti-Bribery Act of 2010 and such amendments to such laws and regulations and policies, orders, permits, licenses, and governmental approvals promulgated or issued thereunder. Any violation of the Code of Conduct and anti-corruption regulations shall be treated as misconduct, and the Company shall take appropriate action against you for such violations, including immediate termination of your employment.

For Ryan India Tax Services Private Limited

Ginny B. Kissling

Authorised Signatory

I hereby accept the terms and conditions set out above and acknowledge that this Employment Letter Agreement contains all terms and conditions of my employment with Ryan India Tax Services Private Limited, and that no other terms, conditions, or representations other than those within this Employment Letter Agreement form part of this Agreement. Furthermore, I affirm that I have not been asked by the Company nor does the Company want me to disclose any information available to me at my current place of employment that is not in the public domain.

Signed by Employee:

DocuSigned by:
A. Ambika
437EB41EB20A432...

Date:

7/17/2023

ANNEXURE I

POSITION: Tax Associate, Property Tax Compliance

REPORTING TO: Samad Khan Mohd (RC04069)

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Tax bill verification, payment administration.
- Refund processing, tracking and logging assessment notices and preparation of Property Tax Returns
- Uses reconciliation/quality control methods and reviews work of self and of peers
- Handles calls to Tax Jurisdictions and offshore/onshore staff.
- Complete tasks assigned by Management with a sense of urgency and confidentiality where needed.

ANNEXURE II

LIST OF DOCUMENTS TO BE SUBMITTED:

- Duly filed Employee Personal Profile, Reference, Health (Self) Declaration, Medical Insurance – Dependents Details Forms
- Date of Birth Proof (SSLC Marks Card or Birth Certificate)
- Copies of Degree Certificates
- Copy of Experience and Relieving Letter from last employer (if applicable)
- Identity Proof (copy of passport, Pan Card, Driving License)
- Permanent account number or proof of having applied for it
- Affidavit submitted by the employee stating that the documents furnished are true copies and the information therein is true to the best of his knowledge and no criminal proceedings are pending against him
- Form of Employee Acknowledgement

ANNEXURE III**REMUNERATION**

Component	Amount INR (per annum)
Basic Salary	₹192,400.00
Other Components/FBP	₹265,512.00
Provident Fund (12% Basic Salary) *Company Contribution	₹23,088.00
Total Fixed Pay (TFP) (Including basic salary, other components/FBP, and Provident Fund)	₹481,000.00
Target Variable Pay (5.0%)	₹24,050.00
Total Target Cash (TTC) (Including TFP and variable pay)	₹505,050.00
Shift Allowance	₹42,000.00
Grand Total TTC & Shift Allowance	₹547,050.00

Deductions: Tax deduction at source (TDS), Provident Fund contribution, Employee State Insurance (ESI) Contribution (if any), professional tax payment, etc.

Additionally, this offer includes a one-time home office benefit of INR41000 minus usual deductions. The amount will be paid in conjunction with a regular end-of-month payroll, no later than forty-five (45) days after your start date. Should you voluntarily end your employment with Ryan or should Ryan terminate your employment for breach of any Ryan policy or for performance reasons prior to the completion of twelve (12) consecutive months of active employment from your start date, you agree to repay the one-time home office benefit in full. You agree that Ryan may withhold and deduct such amounts from your pay or any other amounts due to you, including but not limited to expense reimbursements, unless otherwise prohibited by law. After twelve (12) months of active employment, repayment of your one-time home office benefit will be waived in its entirety. The foregoing home office benefit is subject to the terms and conditions established under any applicable Firm Policies and, as such, may be amended from time to time in the Firm's sole and absolute discretion, and, if applicable subject to approval by the CEO.

Note:

- (1) For claiming tax benefits by the employee, documentary evidence may be asked by the employer/authority.
- (2) Any other employment benefits, such as provident fund, gratuity, etc., shall be per applicable law and Company policy.

I hereby accept the terms and conditions set out above and acknowledge that this Employment Letter Agreement contains all terms and conditions of my employment with Ryan India Tax Services Private Limited, and that no other terms, conditions, or representations other than those within this Employment Letter Agreement form part of this

Agreement. Furthermore, I affirm that I have not been asked by the Company nor does the Company want me to disclose any information available to me at my current place of employment that is not in the public domain.

7/17/2023

Date

DocuSigned by:
A. Ambika
437EB41EB20A432...

Signature of Employee

1st August 2023

To Bandela Ashmitha

Subject: Offer of Internship leading to employment

Dear Ashmitha,

Eappsys Info Solutions India Private Limited is pleased to make you an offer of Internship leading to employment based on our recent interaction. This offer is extended to you based on your profile and performance in the selection process. You have been selected for the position of Internship based in Hyderabad. Your Stipend during internship including all benefits are mentioned in Annexure-A.

You will be on the eAppSys full time employment after successful completion of degree. Your CTC during full time employment including all benefits are mentioned in Annexure-B. Upon completion of internship you will be under probation period for the first six months of your employment. You will be assessed after the probation period and based on your performance you will either be taken into permanent employment or your probation will be extended or your employment contract will be terminated. Upon completion of the probation period, the Company may confirm the services in writing. Until such written confirmation is conveyed to the Employee, the Employee shall be deemed to be on probation.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

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

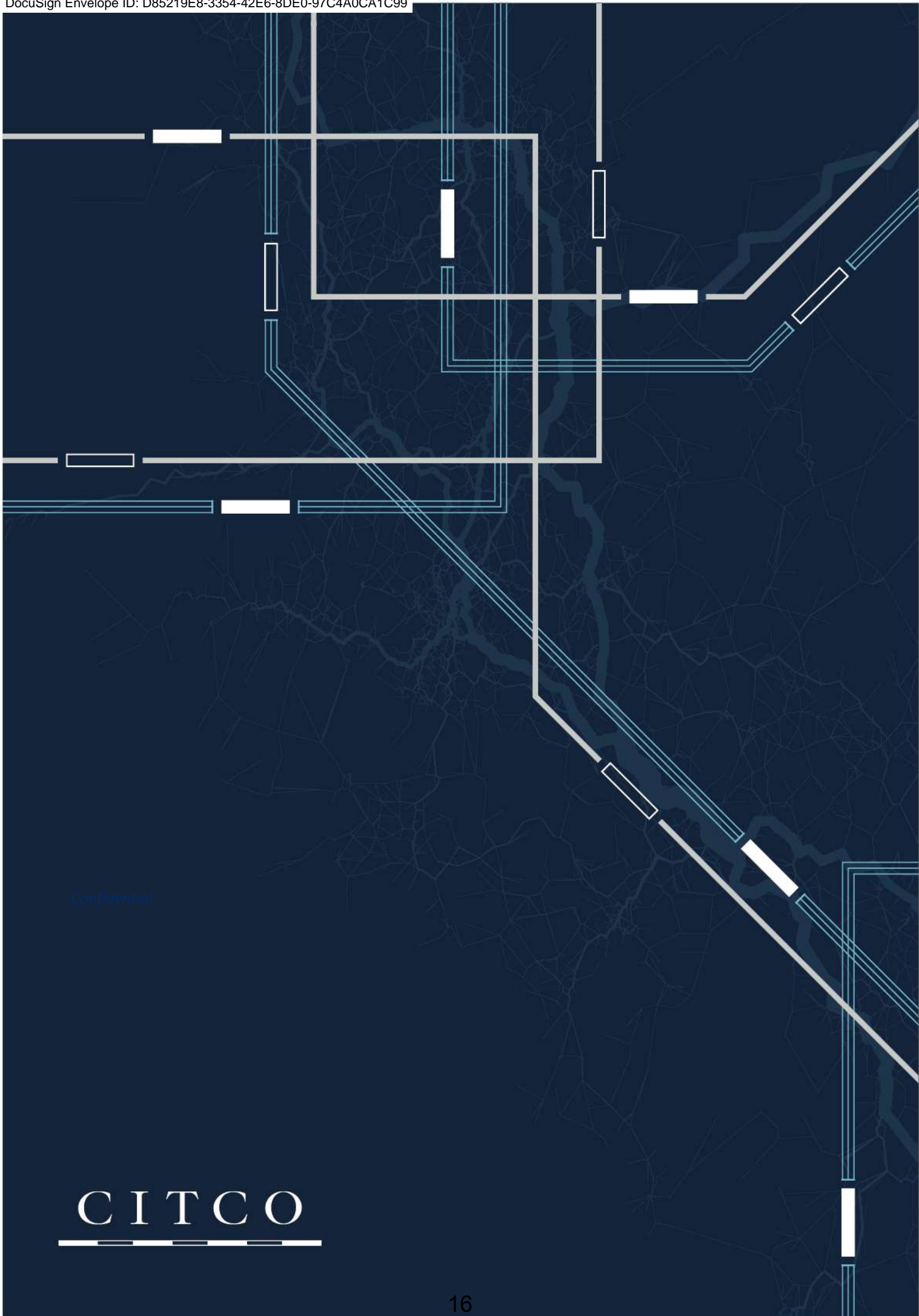
As a token of your acceptance of our offer and the terms of employment described herein, please sign in the space provided below indicating your acceptance of our offer and deliver the duplicate copy of the duly signed offer letter to us at the company address within one week of receipt of this letter and with the joining date on **1st August 2023**. This offer will lapse automatically after 1st of August 2023.

We look forward to you joining our team. If you wish to discuss any detail of this offer, please feel free to contact us.

Kindly confirm your acceptance of this offer by signing a copy of the letter and also confirm your tentative date of joining.

TERMS OF INTERNSHIP/EMPLOYMENT

1. **Working Hours:** You may be required to work in shifts and / or in extended working hours. You may be required to work beyond your existing working hours depending upon the business requirements, exigencies from time to time.
2. **Place of Work:** This is office based role and your base location will be eAppSys Hyderabad Office



Confidential

CITCO

CITCO

June 21, 2023

Bodla Madhuri
Nereducherla, Suryapet District, Near Gold Shop Bazar, Suryapet-508218 India

Dear **Madhuri**,

We are pleased to offer you employment with **Citco Group Services (India) LLP (the "Firm")**, operating through its Hyderabad branch, on the terms and conditions set out in the enclosed employment agreement.

Your proposed date of joining the Firm shall be **July 24, 2023** unless otherwise agreed with and communicated by the Firm in writing.

You will be employed by the Firm as **Analyst** in **Loan Operations** business or in such other position as the Firm may determine and notify to you from time to time.

Your grade as per the internal grading system will be **Grade 9**.


The terms and conditions of your employment with us as stated in this letter and appended agreement supersede any prior representations made either orally or in writing during any meetings with us.

We would like to take this opportunity to welcome you and wish you a long and successful career at Citco Group.

Please note that this offer of employment is subject to your successful completion of the conditions set out in Clause 1.3 of the Agreement. Failure to comply with the provisions; or failure to join on the Joining Date shall entitle the Firm to immediately rescind this offer without any further obligation on behalf of the Firm.


Please review and acknowledge your acceptance of this offer of employment within **5 days** of receiving this letter. If we do not receive an acceptance email within **5 days**, this offer of employment shall be deemed to be revoked.

Thanking you,
Citco Group Services (India) LLP
operating through its Hyderabad branch

DocuSigned by:

A8AC99128B7B46F...

Ashwin Mohanchandran

Authorised Signatory

DocuSigned by:

AFDA30222C5249F...

Chris Collins

Authorised Signatory

CITCO GROUP SERVICES (INDIA) LLP

Hyderabad Branch
Salarpuria Knowledge City
Orwell Unit 2 & 3, Level 9
Inorbit Mall Road, Hitech City
Hyderabad 500081, India

T +91 40 4604 7304
E hyderabad@citco.com

Hyderabad Branch GST Registration Number:
36AANFC8880B1Z8
Company Registration Number: AAN-3948
Registered Office: 2nd Floor, Survey N.72, Tower B
EKIPL-SEZ, Phase II, Kharadi, Pune 411 014
Maharashtra, India

citco.com

EMPLOYMENT AGREEMENT

This Agreement is made and executed by and between Citco Group Services (India) LLP - a firm registered under the laws of India, with registered office **2nd Floor Survey No 72, Tower – B, EKIPL, Phase II (SEZ), Kharadi, Pune – 411014** referred to as the “Firm”, operating through its Hyderabad branch, and **Bodla Madhuri** of legal age, and a resident of **Nereducherla, Suryapet District, Near Gold Shop Bazar, Suryapet-508218 India** hereinafter referred to as the “Employee”.

Firm and Employee shall hereinafter jointly be referred to as the “Parties” and severally as the “Party”.

WHEREAS

- A. The Firm is engaged in the business, *inter alia*, of fund administration (“Business”).
- B. Based on the representations of the Employee, including, but not limited to, academic education, background and work experience, the Firm desires to engage the Employee and the Employee desires employment with the Firm upon the terms and conditions contained in this Agreement.

The general terms and conditions as laid out in the Employment Agreement and as laid out in the Firm’s India Employee Handbook (“Employee Handbook”) together with the Firm’s Code of Conduct and all applicable regulations and policies of the Firm as amended from time to time or notified as such by the Firm, form the basis of your employment.

1. GENERAL TERMS AND CONDITIONS

- 1.1. **Place of Work:** The Employee will be initially based at the Firm’s office at **Hyderabad**.

The Firm may, at its sole discretion, second, depute, assign and/or transfer the Employee (or the Employee’s employment) to any other office of Firm in India or overseas or to any Affiliate of the Firm as it may deem appropriate. The Employee hereby consents to any such secondment, deputation, assignment and/or transfer by the Firm. In such case, the Employee shall also be bound by any policy of such other office or Affiliate, in existence at the date of this Agreement or that may be subsequently framed by the Firm or the Affiliate. The Employee may be required to make visits and travel both within India and overseas, as may be necessary for the proper discharge of his duties.

- 1.2. **Days and Hours of Work:** The Employee shall be assigned to report for work in any nine (9) hour work shift (inclusive of meal break of one hour) for 5 days a week. The applicable working days will be intimated by the Firm. However, based on business or operational requirements the Employee may have to work on additional day(s) of the week as intimated by the Firm. Except for flexible work arrangements allowed under the law, work rendered beyond these daily work hours shall be compensated as provided for by

applicable law.

- 1.3. **Background Checks:** The employment with the Firm is conditional and subject to the complete submission of all pre-employment requirements by the employee as stipulated in Appendix A. Failure to meet the pre-employment conditions before the Joining Date, unless extended by the Firm in its sole discretion, including successful passing of the background check, pre-employment medical exam if applicable shall be sufficient grounds to terminate this Agreement with immediate effect. The Firm may also, in accordance with applicable laws, require you to undergo drug/alcohol/substance test, upon failure of which, the Firm reserves the right to immediately terminate your employment. The Employee hereby consents to all background checks as may be deemed necessary by the Firm. The Firm reserves the right to use an outside agency to execute the same, in accordance with applicable laws.

The provision of this Clause, shall not be subject to the passage of time and the fact that either party has commenced performance of this contract (including the payment of wages) shall not be taken as a waiver of the above mentioned conditions and the Firm reserves the right to terminate your employment forthwith if the above conditions remain unsatisfied despite good faith attempts by the Firm to complete them.

- 1.4. **Probation Period:** The Employee will be on probation for a period **3 (three) months** from the Joining Date. The Firm may, at its sole discretion, extend the Probation Period by issuing a written notice for such extension for such period as the Firm deems appropriate. Upon completion of the Probation Period, the Firm will not be required to issue a separate letter confirming the Employee and the Employee shall be deemed confirmed in the absence of any written communication otherwise.

During the Probation Period, the Firm may choose to terminate the Agreement, which termination would be effective after **1 (one) month** from the date of the termination notice served to the Employee in this regard. Alternatively, the Firm may terminate the Employee's employment with immediate effect, upon giving the Employee 1 (one) month's salary in lieu of notice or pro-rated salary for the balance notice period in case the Employee has been required to work during the notice period. The Employee may resign during the Probation Period, which resignation would be effective after **1 (one) month** from the date of resignation; provided, the Firm may, at its sole discretion, permit the Employee to leave service during the notice period without any salary in lieu or pro-rated salary for the balance notice period. However, where the Employee without the express written approval of the Firm, fails to serve the entire notice period, the Firm shall be entitled to recover from the Employee including by way of deduction from the full and final settlement, compensation for the unserved notice period.

- 1.5. The Employee shall perform various duties and undertake various responsibilities in this respect, and devote their whole time and attention to the Business, to the best of their skills and abilities.

- 1.6. The Employee agrees, acknowledges and represents to the Firm that:

1.6.1. (i) he/she has been provided with a copy of this Agreement for review prior to signing it; (ii) that

he/she has reviewed the Agreement and that he understands the terms, purposes and effects of this Agreement; (iii) he/she has signed the Agreement only after having had the opportunity to seek clarifications; (iv) he/she has been given a signed copy of this Agreement for his/her own records; (v) he/she has not been subjected to duress or undue influence of any kind to execute this Agreement and this Agreement will not impose an undue hardship upon him/her; (vi) he/she has executed this Agreement of his/her own free will and without relying upon any statements made by the Firm or any of its representatives, agents or employees; (vi) this Agreement is in all respects reasonable and necessary to protect the legitimate business interests of the Firm; (vii) he/she has all requisite power and authority, and does not require the consent of any third party to enter into this Agreement and grant the rights provided herein; (viii) the execution, delivery, and performance of this Agreement by him/her does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which he/she is a party or any judgment, order or decree to which he/she is subject; (ix) he/she is not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other Person; and (x) the services performed by him/her and all items and/or materials furnished by him/her in connection with or as a result of such services shall not infringe upon or violate the personal, civil or property rights, or the rights of privacy of, or constitute a libel, slander or unfair competition against or violate or infringe upon any common law right, copyright, trademark, trade name or patent or any other right of any person or entity;

1.6.2. he/she will not execute any instrument or grant or transfer any rights, titles and interests inconsistent with the terms and conditions of this Agreement; and

1.6.3. he/she is legally permitted to be employed in India.

1.7. Data Protection

1.7.1. The Firm obtains and processes employee personal data, including sensitive personal data/information as defined under the applicable data protection laws (collectively the “personal data”) for a variety of personnel administration and employee, work and general business management purposes in connection with your employment: for instance, to enable the Firm to observe or provide you with your rights, benefits, and entitlements as an employee and other employment conditions agreed upon (such as determining and paying salary, pension, annual leave, and any contractual benefits, to the extent that any of these apply to you). The Firm complies with all reasonable security practices and procedures prescribed under the applicable laws (as described in the Firm data security policy) in all its dealing with employee personal data.

- 1.7.2. The Firm may also, from time to time, disclose such personal data in connection with the above purposes to third parties that provide products or services to the Firm (such as financial services providers who administer employee benefits schemes and information technology systems support providers)

2. COMPENSATION AND BENEFITS

- 2.1. Employee will receive the remuneration as per the details set out below:

2.1.1. Total Fixed Pay (TFP): The Total Fixed Pay would be **INR 400,000**. The detailed break-up of the annual compensation offered to the Employee is outlined in Appendix B to this letter.

2.1.2. The Firm's annual salary review normally takes place in month of **January**. The date of such reviews is determined by the Firm in its sole discretion. The review of salaries does not mean that there is any entitlement to an increase in wages. The next salary review will be in **January 2024**.

2.1.3. The Employee may be paid a discretionary bonus of such amount (if any) as the Firm shall determine from time to time at its absolute discretion (without obligation) subject to your performance standards and provided that your eligibility to be considered for a bonus is always conditional upon you remaining in the Firm's employment and not having served or received notice of termination of employment on the date on or before which such bonus would become due for payment.

2.1.4. Annual Leave: The Employee will be entitled to annual leave in accordance with the Firm policy.

2.1.5. Benefits: The Employee shall be entitled to benefits as determined by the Firm in accordance with the Firm policy.

2.1.6. The Firm may withhold from any amounts payable under the Agreement such statutory deductions and withholding taxes as may be required in accordance with applicable legislation in force from time to time. Subject to existing laws, Employee consents to and acknowledges that the Firm has the right to deduct from his pay any sums that Employee owes the Firm, including but not restricted to any overpayments.

- 2.2. It is understood that the compensation details are personal and strictly confidential and employee agrees not to disclose his compensation details to anyone, internally or externally.

3. EVIDENCE OF RIGHT TO WORK, LICENCES, PERMISSIONS etc

This Contract is subject to the Employee obtaining and maintaining the necessary licenses, accreditations, certificates, work permit, visa, permission or registrations, ("the Permissions") that (a) the Employee is

required to possess by any relevant professional or regulatory body or statute, rule or regulation in order to perform their duties under this contract or (b) the Firm requires the Employee to possess. The Firm reserves the right to terminate the employment immediately without any requirement to give compensation to the extent not prohibited by law, should the Employee fail to obtain and maintain any such Permissions.

4. SEPARATION

- 4.1. Resignation by the Employee: Post the completion of the Probation Period, upon the Employee intimating the Firm, in writing, of his resignation from the employment of the Firm, such resignation would come into effect only after the Employee completes serving his notice period of **3 (three) months**. The Firm may, at its sole discretion, permit the Employee to leave during the notice period without deducting any salary in lieu or pro-rated salary for the balance notice period. However, where the Employee without the express written approval of the Firm, fails to serve the entire notice period, the Firm shall be entitled to recover from the Employee including by way of deduction from the full and final settlement, compensation for the unserved notice period. In relation to this clause, “**Termination Date**” means the date on which the notice period expires or the date on which the Employee is asked to discontinue service, whichever is earlier.
- 4.2. Termination by the Firm without cause: Post the completion of the Probation Period, the Firm may terminate this Agreement, with or without cause, upon written notice of termination to the Employee. The termination would be effective after **3 (three) months** from the date of such notice (hereinafter referred to as the “**Notice Period**”). Alternatively, the Firm may terminate the Agreement, upon giving the Employee **3 (three) months’** salary in lieu of the Notice Period or pro-rated salary for the balance Notice Period in case the Employee has been permitted to work during the Notice Period. In relation to this clause, “**Termination Date**” means the date on which the Notice Period expires or the date on which the Employee is asked to discontinue service, whichever is earlier.
- 4.3. Termination by the Firm for cause: Notwithstanding anything contained elsewhere in the Agreement and in addition to the causes provided in the applicable law, the following are sufficient causes for the Firm to terminate the employment with immediate effect:
- 4.3.1. Failure to meet the performance target and expectations set by the Firm or any other cases of unsatisfactory performance;
 - 4.3.2. Employee’s failure to comply with the terms of this Employment Agreement;
 - 4.3.3. Employee’s failure to comply with the Firm’s Code of Conduct and other applicable procedures, rules, regulations and policies of the Firm;

- 4.3.4. fraudulent, dishonest or undisciplined conduct;
- 4.3.5. breach of integrity by Employee or lack of trust / confidence in Employee;
- 4.3.6. embezzlement, or misappropriation or misuse or causing damage to the Firm's property;
- 4.3.7. Employee's insolvency or conviction for any offence involving moral turpitude
- 4.3.8. irregularity in attendance, or his/her unauthorized or unapproved absence from the place of work for more than seven (7) consecutive working days,
- 4.3.9. the Employee conducting himself in a manner which is regarded by the Firm as prejudicial to its own interests or to the interests of its clients
- 4.3.10. gross, willful and persistent misconduct by the Employee involving the property, business or affairs of the Firm or the carrying out of your duties.
- 4.3.11. Any other ground on which the Firm would be entitled to terminate the Employee's employment without notice.

For termination of the Agreement by the Firm pursuant to this Clause 4.3, "**Termination Date**" means the date of termination of employment.

- 4.4. After notice to terminate employment has been given by the Firm or the Employee, the Firm may in its absolute discretion, for all or any part of the notice period (the "Garden Leave Period"):
- relieve the Employee of any of their duties;
 - assign the Employee reduced or alternative duties;
 - prohibit contact and/or dealings between the Employee and clients, customers and/or such employees of the Firm as the Firm may in its absolute discretion determine; and/or
 - exclude the Employee from any offices of the Firm.

Such action shall not constitute a breach of this Contract of employment nor shall the Employee have any claim against the Firm in respect of such action.

During the Garden Leave Period, the Employee shall, if required by the Firm, remain readily contactable and available for work. If so requested, the Employee shall report for work at such time and place as the Firm may require.

The Employee's obligations as an employee, including their duties of fidelity and confidentiality, will continue throughout the Garden Leave Period.

- 4.5. Termination upon Total Permanent Disability or Death of Employee: The Firm shall have a right to terminate the Agreement upon Employee's total permanent disability or death. In relation to this Clause 4.5, "**Termination Date**" means the date of permanent disability or death.
- 4.6. Following termination of the Employment Agreement, the Employee shall fully cooperate with the Firm in all matters relating to the winding up of pending work on behalf of the Firm and the orderly transfer of work to other employees of the Firm. The Employee agrees that all property, including, without limitation, all equipment, tangible proprietary information documents, records, reports, note, contracts, lists, computer disk (and other computer-generated files and data), papers, drawings, notes, manuals, specifications, design, devices, codes, emails, documents, diskettes and any other information stored on any material /medium whether containing confidential information and intellectual property of the Firm, or otherwise belonging to the Firm, keys, access cards, credit cards, identification cards and copies thereof, created on any medium and furnished to, obtained by, or prepared by the Employee in the course of or incident to the employment, belongs to the Firm and shall be returned promptly to the Firm upon termination of the employment.
- 4.7. If, during the Employee's employment under this Agreement, the Employee becomes indebted to the Firm for any reason, such as but not limited to unpaid credit or telephone card charges, misuse or misappropriation of the Firm's assets or any other amounts that may be due to the Firm, the Firm may, if it so elects, set off any sum due to the Firm from the Employee against the compensation payable to the Employee and collect any remaining balance from them.
- 4.8. If the employment of the Employee is terminated by reason of the liquidation of the Firm for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of the Firm or any other corporate action (including a transfer of establishment / unit / undertaking) and the Employee shall have been offered employment with the Firm succeeding to the Firm upon such event on terms no less favorable to the Employee than the terms in effect under this Agreement then the Employee shall have no legal or contractual claim against the Firm by reason of the termination of the employment.

5. **SUSPENSION**

The Firm reserves the right at any time during the employment to exclude the Employee from the premises of the Firm and require them not to attend work and/or not to undertake any or all of their duties, with or without pay, in accordance with applicable law ("Suspension Period").

During the Suspension Period, the Employee shall remain readily contactable by the Firm and, if so requested, the Employee shall report for work at such time and place as the Firm may require. The Employee's obligations, including your duties of fidelity and confidentiality will continue through the

Suspension Period.

6. RETIREMENT

The Employee must provide the Firm with proof of date of birth to be recorded with the Firm and this date will be considered as authentic for all purposes throughout their service. The Employee will automatically retire from service on attaining the age of 58. Upon retirement, the Employee shall not be entitled to any additional compensation/benefit except admissible under the statutes and/or as per the Firm policy.

7. RESTRICTIVE COVENANTS

7.1. Employee agrees to communicate to the Firm promptly and fully all discoveries, improvements, and inventions made or conceived by Employee (either solely or jointly with others) during his employment which are along the lines of the actual or anticipated business, work or inventions of the Firm or which result from or are suggested by any work Employee may do for the Firm; and such discoveries, improvements or inventions, whether or not they contain intellectual property rights capable of protection, shall be and at all times remain the sole and exclusive property of the Firm. The Employee hereby irrevocably, absolutely and perpetually assigns to the Firm worldwide rights in respect of all of the Employee's right, title, and interest, including IPRs, in respect of the Employee's Contribution, free from encumbrances of any kind for the full term of each and every such right, including renewal or extension of any such term. To the extent any assignment of the Employee's Contribution cannot be made to the Firm or its designees, at present, the Employee hereby irrevocably, absolutely and perpetually agrees to assign to Firm or its designees, all of the Employee's right, title and interest including IPRs therein or any part thereof. For the purposes of this clause:

"Employee's Contribution" means intellectual property or parts thereof, conceived, developed, or otherwise made by Employee, alone or jointly with others and in any way relating to the Firm's present or proposed products, programs or services or to tasks or projects assigned to Employee, or for the Firm's clients during the course of Employee's employment with the Firm, whether or not made during the Employee's regular working hours or whether or not made on the Firm's premises.

"Intellectual Property Rights" or **"IPRs"** include (i) all rights, title, and interest under any statute or under common law including patent rights; copyrights including moral rights; and any similar rights in respect of intellectual property, anywhere in the world, whether negotiable or not; (ii) any licenses, permissions and grants in connection therewith; (iii) applications for any of the foregoing and the right to apply for them in any part of the world; (iv) right to obtain and hold appropriate registrations in intellectual property and, (v) all extensions and renewals thereof (vi) causes of action in the past, present or future, related thereto

including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same.

- 7.2. In the course of the employment, the Employee may be handling confidential and sensitive information. The Employee shall not disclose any confidential information to any other party unless authorized in writing to do so by the immediate superior, violation of which shall result to immediate termination. All information related to the Firm, its services and clients are presumed confidential and sensitive information.
- 7.3. The prohibition to disclose confidential and sensitive information shall apply even after the severance of employer-employee relationship, violation of which shall entitle the Firm to liquidated damages in the amount of *INR 300,000* against the Employee. This amount may change as may be ascertained in court if found inequitable to either party.
- 7.4. The Employee shall declare any issues or conflict of interest immediately upon his discovery of the existence of such conflicts. Failure to declare such circumstances, or the Firm's discovery of the existence of such conflicts before the declaration, shall be sufficient ground for termination.
- 7.5. The Employee agrees to devote all working hours to the Firm and to refrain, during your employment with the Firm, from working for another employer or engaging in other business, whether within or outside of his/her working hours, without the prior written consent of the Firm.
- 7.6. Notwithstanding anything contained elsewhere in this Agreement, the Employee shall not: (a) canvass or solicit business from any person who was a client of the Firm, unless that person is already an existing client of his/her new employer prior to your assumption of employment; OR (b) employ or attempt to employ or engage in any discussion or negotiation or assist in the employment of any person who was employed by the Firm, at the date of the cessation of the Employee's employment or who was so employed at any time during the three (3) months preceding the Employee's employment with the Firm.

8. LEGAL CONSTRUCTION

- 8.1. All notices, requests and other communications hereunder must be in writing and will be deemed to have been duly given only if delivered personally or mailed (first class postage prepaid) or by electronic mail to the Parties at the following addresses:

If to the Firm:

Attention: Human Resources Department

Email: MyHR@Citco.com

If to the Employee:Attention: **Bodla Madhuri**Address: **Nereducherla, Suryapet district, Near Gold Shop Bazar, Suryapet-508218 India**Email: **bodlamadhuri2000@gmail.com**

All such notices, requests and other communications will if delivered personally or by mail to the address as provided in this Clause, or if delivered by electronic mail to the email address as provided in this Clause, be deemed given upon delivery. The Firm and the Employee from time to time may change its address or other information for the purpose of notices to that Party by giving notice specifying such change to the other party hereto.

- 8.2. This Agreement contains the entire agreement between the parties, superseding in all respects any and all prior oral or written agreements or understandings pertaining to the employment of the Employee by the Firm and shall be amended or modified only by written instrument signed by both parties hereto. In case of any conflict between this Agreement and any other document (including the Employee Handbook, policies, rules etc.), this Agreement shall prevail.

However, any subsequent variations by the Firm to any terms, conditions, rules or regulations (including the terms set out in the Employee Handbook) will prevail and be applicable to the Employee.

- 8.3. This Agreement is personal in its nature and Employee shall not assign or transfer this Agreement or any rights, duties or obligations hereunder. The Employee acknowledges and agrees that the Firm may assign any of its rights under this Agreement to any person or entity.
- 8.4. The Employee represents and warrants that he will not execute any instrument or grant or transfer any rights, titles and interests inconsistent with the terms and conditions of this Agreement. The Employee further represents that such obligations and contractual arrangements that have a bearing on his employment with the Firm have been disclosed to the Firm.
- 8.5. Termination of this Agreement shall not affect the provisions set out in Clause 7 (*Restrictive Covenants*) and Clause 8.7 (*Governing Law and Jurisdiction*) of the Agreement.
- 8.6. If any of the terms and conditions stipulated in this Employment Agreement becomes or is held to be invalid, illegal or unenforceable in any respect under the law, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired.
- 8.7. Governing Law and Jurisdiction: This Agreement shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Agreement. The Parties irrevocably submit to the exclusive jurisdiction of any competent courts situated at Hyderabad and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been

brought in an inconvenient forum.

9. COUNTERPARTS AND ELECTRONIC SIGNATURES

9.1. This Agreement may be executed in one or more counterparts, each of which when executed shall be deemed to be an original instrument and all of which taken together shall constitute one and the same agreement. The parties acknowledge and agree that this Agreement may be executed by electronic signature. Each party agrees that the electronic signatures, whether digital or encrypted, of the parties included in this Agreement are intended to authenticate this writing and to have the same force and effect as manual signatures. Delivery of a copy of this Agreement or any other document contemplated hereby bearing an original or electronic signature by electronic mail in "portable document format" (.pdf) form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature.


Citco Group Services (India) LLP
operating through its Hyderabad branch

DocuSigned by:

A8AC99128B7B46F

Ashwin Mohanchandran

Authorised Signatory

DocuSigned by:

AFDA30222C5249F...

Chris Collins

Authorised Signatory

Agreed and accepted:

Bodla Madhuri

Date:

APPENDIX A

Pre employment checks would entail all of the below :

Documents to be submitted within 3 days of receipt of Offer Letter

- Passport / PAN Card copy (In case you do not have PAN, apply immediately and provide copy of PAN on or before date of joining)
- Aadhar Card (In case you do not have Aadhar, apply immediately and provide copy of Aadhar on or before date of joining)
- Address proof
- Education Documents – Supporting degree certificates/mark sheets for relevant education stated in resume (for 2 highest educational qualifications)
- Employment Documents – Relieving Letter /Service certificate (on company letterhead) with employee id/number - for last 5 years / last 3 employer documents

Please note only after you submit all these documents you will be on boarded, any delay in submitting your documents will impact your date of joining.

On the Date of Joining :

Documents to be submitted

- 2 passport size photos
- Relieving letter / service letter from the last employer/resignation acceptance/copy of full and final settlement
- Cancelled cheque - (To be considered for salary credit)
 - a) Account should be active
 - b) Name should be printed on the cancelled cheque

APPENDIX B

Compensation & Benefits

Name	Bodla Madhuri
Citco Business	Loan Operations
Designation	Analyst
Grade	9
Location	Hyderabad
Earning Details in Citco	Amount (INR/Annum)
Basic Salary	180,000
House Rent Allowance (HRA)	90,000
Supplementary Allowance	108,400
Employer Provident Fund	21,600
Total Fixed Pay	400,000

From the Supplementary Allowance component, you can select your own benefits as per your personal preference from the below mentioned components that will constitute your Basket of Benefits.

The components and their eligibilities under the Basket of Benefits are subject to change as per maximum permissible limits under the Income Tax Act.

Basket of Benefits	LTA
	Food Card
	Telephone Allowance
	National Pension Scheme (NPS)

You will be eligible for Gratuity as per the provisions of applicable law i.e. the Payment of Gratuity Act, 1972.

You will be eligible for Health Insurance benefits offered by the Firm as per policy.

Additional benefits may be provided as per Firm guidelines and employee handbook.

Yours sincerely,

Citco Group Services (India) LLP

operating through its Hyderabad branch

DocuSigned by:



A8AC99128B7B46E...

Ashwin Mohanchandran

Authorised Signatory

DocuSigned by:



AFDA30222C5249E

Chris Collins

Authorised Signatory

Certificate Of Completion

Envelope Id: D85219E8335442E68DE097C4A0CA1C99	Status: Sent
Subject: Contract of Employment_ Bodla Madhuri_ 24th Jul 2023_HYD	
Division: Group HR	
Client Name:	
Region: India	
Source Envelope:	
Document Pages: 15	Signatures: 6
Certificate Pages: 2	Initials: 0
AutoNav: Enabled	
Enveloped Stamping: Enabled	
Time Zone: (UTC+01:00) Amsterdam, Berlin, Bern, Rome, Stockholm, Vienna	
	Envelope Originator: Sudha Babu Manga 89 Nexus Way, 2nd Floor Camana Bay KY1-1205 Grand Cayman, Grand Cayman KY1-1205 SManga@citco.com IP Address: 77.246.133.243


Record Tracking

Status: Original 6/22/2023 2:05:21 PM	Holder: Sudha Babu Manga SManga@citco.com	Location: DocuSign
--	--	--------------------

Signer Events

Ashwin Mohanchandran
AMohanchandran@citco.com
Security Level: Email, Account Authentication (None), Authentication

Signature

DocuSigned by:

A8AC99128B7B46F...

Timestamp

Sent: 6/22/2023 2:09:33 PM
Viewed: 6/22/2023 3:43:00 PM
Signed: 6/22/2023 3:43:11 PM


Signature Adoption: Uploaded Signature Image
Using IP Address: 77.246.133.243

Authentication Details

SMS Auth:
Transaction: 611d0ed0-c3a9-42df-b1a8-e9897a02617e
Result: passed
Vendor ID: TeleSign
Type: SMSAuth
Performed: 6/22/2023 3:42:50 PM
Phone: +91 98231 09212

Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Chris Collins
chcollins@Citco.com
Head of Human Resources
Citco HR Reward & Retention
Security Level: Email, Account Authentication (None), Authentication

DocuSigned by:

AFDA30222C5249F...

Sent: 6/22/2023 3:43:17 PM
Viewed: 6/22/2023 8:40:17 PM
Signed: 6/22/2023 8:40:23 PM

Signature Adoption: Drawn on Device
Using IP Address: 89.19.67.29
Signed using mobile

Authentication Details

SMS Auth:
Transaction: ee42929b-7d26-449e-ac43-fc3bc54f4783
Result: passed
Vendor ID: TeleSign
Type: SMSAuth
Performed: 6/22/2023 8:40:11 PM
Phone: +353 86 024 4070

Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Bodla Madhuri
bodlamadhuri2000@gmail.com
Security Level: Email, Account Authentication (None)

Sent: 6/22/2023 8:40:29 PM
Viewed: 6/22/2023 9:40:01 PM

Signer Events	Signature	Timestamp
Electronic Record and Signature Disclosure: Not Offered via DocuSign		
In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Offer Management Team India offermanagementteamindia@citco.com Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign MyHR MyHR@citco.com Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	<div style="border: 2px solid blue; padding: 5px; display: inline-block; color: blue; font-weight: bold; font-size: 1.2em;">COPIED</div>	Sent: 6/22/2023 2:09:32 PM
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	6/22/2023 2:09:32 PM
Certified Delivered	Security Checked	6/22/2023 9:40:01 PM
Payment Events	Status	Timestamps



Gupta, Harshita

BHOJANAPU VENKATA CHANDAN, + 12

18 Nov



Hi Venkata,

I am pleased to inform you that below students have also cleared all the rounds of interview and are selected to join Franklin Templeton in 2023. Congratulations to both of them for this achievement.

1. B. Akhila
2. N BHARGAVI

Regards,

Harshita Gupta

Global Talent Acquisition

Franklin Templeton

Mobile [+91 7207900332](tel:+917207900332)

harshita.gupta@franklintempleton.com

www.franklintempleton.com



Fwd: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

From: Placements HEAD placements@cbit.ac.in

To: Principal CBIT principal@cbit.ac.in, director_cdc@cbit.ac.in , Anne Violet CBIT-HR hr@cbit.ac.in, hod_sms@cbit.ac.in, hod_sms@hod_sms@cbit.ac.in, damanjeet_sms@cbit.ac.in, damanjeet_sms@damanjeet_sms@cbit.ac.in, fpc_mba@cbit.ac.in

Cc: C SHALINI pgs21008_mba.shalini@cbit.org.in, GADWAL METI GIRI CHANDRA PRASAD pgs21050_mba.prasad@cbit.org.in, KAMARTHI LASYA pgs21075_mba.lasya@cbit.org.in, RATNAPURI PREETHI pgs21087_mba.preethi@cbit.org.in, VANAM SATHWIK pgs21128_mba.sathwik@cbit.org.in, VAIDYA DIVIJA pgs21090_mba.vaidya@cbit.org.in, NEELE SNEHALATHA pgs21029_mba.snehalatha@cbit.org.in, DONTA PREETHI CHANDANA pgs21009_mba.preethi@cbit.org.in, BHOJANAPU VENKATA CHANDAN pgs21045_mba.venkata@cbit.org.in

Date: Fri, 28 Oct 2022, 10:02 AM

Deloitte Tax_Chaitanya Bharti Institute of Technology, Hyderabad_27Oct_9Offers_Confirmation of Verbal Offers.xlsx 12 KB
Deloitte US_EAG_List of selected candidates_CBIT.xlsx 13 KB

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

From: Rodrigues, Irmentrude <irrodrigues@deloitte.com>

Date: Thu, Oct 27, 2022 at 8:39 PM

Subject: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

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

Cc: Kumar, Mankali Nishanth <mankkumar@deloitte.com>, Pani, Ritwik <rpani@deloitte.com>, Bhatia, Karan Jeet Singh <karanbhatia@deloitte.com>, Saini, Samanata <samsaini@deloitte.com>, Nagpal, Sonia <sonnagpal@deloitte.com>, Bhadoriya, Apoorva <abhadoriya@deloitte.com>, Sharma, Akshita <akshitasharma2@deloitte.com>, Karthikeyan, Arvinth <akarthikeyan@deloitte.com>, Chawla, Rishika <rishchawla@deloitte.com>

Deloitte US-India offices | October 27, 2022



List of selected candidates

Dear team,

Thank you for participating in Deloitte's Campus Recruitment process for 2022. On behalf of Deloitte, we would like to thank you for all your support and collaboration.

As a follow-up to the **Eleven (Tax-9, Enabling Areas & Global-**

2) offers communicated verbally, we have attached the complete list of students selected from your institution.

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

We look forward to receiving these details from you.

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

Best regards,

Campus team



[Deloitte.com](#) | [Unsubscribe](#) | [Manage email preferences](#) | [Legal](#) | [Privacy](#)

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 © 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

--

With Best Regards,

Dr. NLN REDDY,

Advisor - Career Development Centre (A)

Chaitanya Bharathi Institute of Technology

8466997218

9849466587



XLSX - 12 KB

Sl No	First Name	Last Name	Candidate Email
1	Shravya	K	Kshravya00@gmail.com
2	NEELI	SNEHA	neelisneha123@gmail.com
3	Gayatri	Swathi	gnvgs1999@gmail.com
4	Vishnu Vardhan	Katikala	9493943626v@gmail.com
5	Mohammad	Yakoobee	ybs.mdyakoobee@gmail.com
6	Alekhya	Gunukula	alekhyagunuku@gmail.com
7	D.	Reddy	dharupravalikareddy@gmail.com
8	Swetha Bhavani	Madigela	swethamadigela15@gmail.com
9	Sai	Surekha	saisurekha.santhosh@gmail.com

Open Office





Deloitte US_EAG_List of selected candidates_CBIT
XLSX - 13 KB



Name	Email id	Profile
Preethi Chandana D	preethi.chandana9@gmail.com	Analyst - RBP
Shalini Chintala	shalinichintala12147@gmail.com	Analyst - RBP

Open Office



Fwd: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

From: Placements HEAD placements@cbit.ac.in

To: Principal CBIT principal@cbit.ac.in, director_cdc@cbit.ac.in , Anne Violet CBIT-HR hr@cbit.ac.in, hod_sms@cbit.ac.in, hod_sms@hod_sms@cbit.ac.in, damanjeet_sms@cbit.ac.in, damanjeet_sms@damanjeet_sms@cbit.ac.in, fpc_mba@cbit.ac.in

Cc: C SHALINI pgs21008_mba.shalini@cbit.org.in, GADWAL METI GIRI CHANDRA PRASAD pgs21050_mba.prasad@cbit.org.in, KAMARTHI LASYA pgs21075_mba.lasya@cbit.org.in, RATNAPURI PREETHI pgs21087_mba.preethi@cbit.org.in, VANAM SATHWIK pgs21128_mba.sathwik@cbit.org.in, VAIDYA DIVIJA pgs21090_mba.vaidya@cbit.org.in, NEELE SNEHALATHA pgs21029_mba.snehalatha@cbit.org.in, DONTHA PREETHI CHANDANA pgs21009_mba.preethi@cbit.org.in, BHOJANAPU VENKATA CHANDAN pgs21045_mba.venkata@cbit.org.in

Date: Fri, 28 Oct 2022, 10:02 AM

Deloitte Tax_Chaitanya Bharti Institute of Technology, Hyderabad_27Oct_9Offers_Confirmation of Verbal Offers.xlsx 12 KB
Deloitte US_EAG_List of selected candidates_CBIT.xlsx 13 KB

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

From: Rodrigues, Irmentrude <irrodrigues@deloitte.com>

Date: Thu, Oct 27, 2022 at 8:39 PM

Subject: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

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

Cc: Kumar, Mankali Nishanth <mankkumar@deloitte.com>, Pani, Ritwik <rpani@deloitte.com>, Bhatia, Karan Jeet Singh <karanbhatia@deloitte.com>, Saini, Samanata

<samsaini@deloitte.com>, Nagpal, Sonia <sonnagpal@deloitte.com>, Bhadoriya, Apoorva <abhadoriya@deloitte.com>, Sharma, Akshita <akshitasharma2@deloitte.com>, Karthikeyan,

Arvinth <akarhikeyan@deloitte.com>, Chawla, Rishika <rishchawla@deloitte.com>

Deloitte US-India offices | October 27, 2022



List of selected candidates

Dear team,

Thank you for participating in Deloitte's Campus Recruitment process for 2022. On behalf of Deloitte, we would like to thank you for all your support and collaboration.

As a follow-up to the **Eleven (Tax-9, Enabling Areas & Global-**

2) offers communicated verbally, we have attached the complete list of students selected from your institution.

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

We look forward to receiving these details from you.

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

Best regards,

Campus team



[Deloitte.com](#) | [Unsubscribe](#) | [Manage email preferences](#) | [Legal](#) | [Privacy](#)

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 © 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

--

With Best Regards,

Dr. NLN REDDY,

Advisor - Career Development Centre (A)

Chaitanya Bharathi Institute of Technology

8466997218

9849466587



XLSX - 12 KB

Sl No	First Name	Last Name	Candidate Email
1	Shravya	K	Kshravya00@gmail.com
2	NEELI	SNEHA	neelisneha123@gmail.com
3	Gayatri	Swathi	gnvgs1999@gmail.com
4	Vishnu Vardhan	Katikala	9493943626v@gmail.com
5	Mohammad	Yakoobee	ybs.mdyakoobee@gmail.com
6	Alekhya	Gunukula	alekhyagunuku@gmail.com
7	D.	Reddy	dharupravalikareddy@gmail.com
8	Swetha Bhavani	Madigela	swethamadigela15@gmail.com
9	Sai	Surekha	saisurekha.santhosh@gmail.com

Open Office





Deloitte US_EAG_List of selected candidates_CBIT
XLSX - 13 KB



Name	Email id	Profile
Preethi Chandana D	preethi.chandana9@gmail.com	Analyst - RBP
Shalini Chintala	shalinichintala12147@gmail.com	Analyst - RBP

Open Office





G Saiteja

to BHOJANAPU VENKATA CHANDAN,...

6:54 pm



Hello Venkat,

It was a pleasure to get a chance to Hire students from your esteemed organization.

Please find the final shortlist for the Position of Key Account Manager - Field - Hyderabad.

- Muta Vishwanath
- Enuganti Ashwitha
- Maddikunta Vaishnavi

Thanks & Regards

Saiteja G

Asst Manager - Talent Acquisition

Ph: [9391424377](tel:9391424377), saiteja@peoplelinkvc.com



ICICI Bank Campus_Selects

2 messages

Saritha Surendran /HRMG/IBANK/HYD <saritha.surendran@icicibank.com> Fri, 17 Feb, 2023 at 17:02
To: GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>, placements@cbit.ac.in
Cc: Karthik Raj R /HRMG/IBANK/HYD <karthik.rajr@icicibank.com>

Dear Giri Chandra Prasad,

Kindly find the selected students list in Final Interview held on 17/Feb/2023.

Sr No	Applicant ID	Full Name	Status
1	5214630	KASIPETA THARUN KUMAR	Selected
2	5886434	B.YESUBABU	Selected
5	5886693	D.Chittibabu	Selected
7	5888934	EPPA ANKITHA PRIYA	Selected
8	5886692	GUBBA PAVANI	Selected

Thanks & Regards,

Saritha Surendran

HRMG-7977109531

From: GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>
Sent: 16 February 2023 18:54
To: placements@cbit.ac.in; Saritha Surendran /HRMG/IBANK/HYD <saritha.surendran@icicibank.com>
Subject: Re: Request to reschedule interview time

You don't often get email from pgs21050_mba.prasad@cbit.org.in. [Learn why this is important](#)

January 02, 2024

Ms. Fimeena Mohammad

Building No.25,Quarter No.10, MCH Colony,
Amberpet, Hyderabad.

Dear **Fimeena**,

Congratulations! We are pleased to offer you employment in the capacity of **IT Recruiter - Domestic** at **Kastech Software Solutions India Pvt. Limited** (Kastech), Hyderabad. We feel that your skills and background will be an asset to our organization.

Further to our discussion, your starting date of employment will be **Wednesday, 03 January, 2024** and you would need to report to the Office: Kastech Software Group of Companies, 6th Floor, Shanta Sriram Tech Park, Beside DLF Cyber City, Gachibowli, Hyderabad at 12PM IST hours. Your working hours from the start date of your employment will be (10:00AM IST to 07:00PM IST). However, the company reserves the right to change your shift hours and duties as it deems necessary. Your employment with Kastech will be governed by terms and conditions as mentioned in the Appointment Letter which will be issued after joining. Your employment for the first six (6) months will be on probation and will be confirmed in writing.

Your annual Cost to Company [CTC] will be Rs. **2,06,000.00/- (Two Lakhs Six Thousand Rupees only)**. You will be eligible for a performance-based salary hike after completing a minimum of 12 months of employment with Kastech.

At the time of joining, you are required to submit copies of the following:

- Certificates supporting your educational qualification.
- 6 passport size photographs & a scan copy also.
- Schooling certificates / Passport in support of your age
- Your last 3 months salary slip & bank statement.
- Form 16 from last fiscal year & current year from your last employer (If applicable)
- Relieving letters & service certificates from your present & previous employers

This offer has been made based on the information furnished by you during the discussions with our Technical and HR teams and the documents submitted by you and contingent upon you continuing your services at Kastech for a minimum period of 2 years from the date of your

Kastech Software Solutions India Private Limited.

6th Floor, Shanta Sriram Tech Park, Beside DLF Cyber City, Gachibowli, Hyderabad, Telangana 500032

Ph : 040 65156363 | info@kastechssg.com | www.kastechssg.com

employment. However, if there is a discrepancy in the documents/certificates submitted by you as a proof in support of the above or in the performance expectations, the company shall have the right to revoke your Appointment within 30 days from the date of your joining.

This offer letter is valid for acceptance up to seven (7) business days, thereafter unless and until we extend the date through written communication the offer stands automatically withdrawn.

We look forward to welcoming you as a new employee at Kastech.

Yours Sincerely,



Sirisha Pothula
Recruiting Manager



ANNEXURE - A
Salary Annexure

Employee		Fimeena Mohammad	
Date of Joining		Wednesday, 03 January, 2024	
Salary Component		Monthly	Yearly
Fixed Component- Part A			
1	Basic Pay	7725.00	92700.00
2	HRA	3090.00	37080.00
3	City Compensatory Allowance	1000.00	12000.00
4	Medical	1250.00	15000.00
5	Conveyance Allowance	1600.00	19200.00
6	Cell Phone Allowance	0.00	0.00
7	Meal Coupons*	0.00	0.00
8	Special Allowance (SA)	1574.67	18896.00
Gross Pay		16239.67	194876.00
9	Company PF Contribution	927.00	11124.00
Variable Pay (If Applicable)- Part B			
10	Variable Pay (Part B)	0.00	0.00
Fixed Compensation (Part A)		17166.67	206000.00
Total Cost to the Company (CTC) (PartA+B)			206000.00
Benefits:			
11	Company ESI Contribution	608.99	7307.85
12	Health Insurance	0.00	0.00
13	Accidental Insurance	0.00	0.00
Deductions:			
14	Professional Tax	150.00	1800.00
15	Employee ESI Contribution	121.80	1461.57
16	Employee PF Contribution	927.00	11124.00
17	Income Tax as Applicable		
Total Deductions:		1198.80	14385.57
Net Take Home		15040.87	180490.43

Employee:

- Tax will be deducted as per IT rules
- You can restructure the Flexible Benefit Plan against various elements - Medical

Kastech Software Solutions India Private Limited.

6th Floor, Shanta Sriram Tech Park, Beside DLF Cyber City, Gachibowli, Hyderabad, Telangana 500032

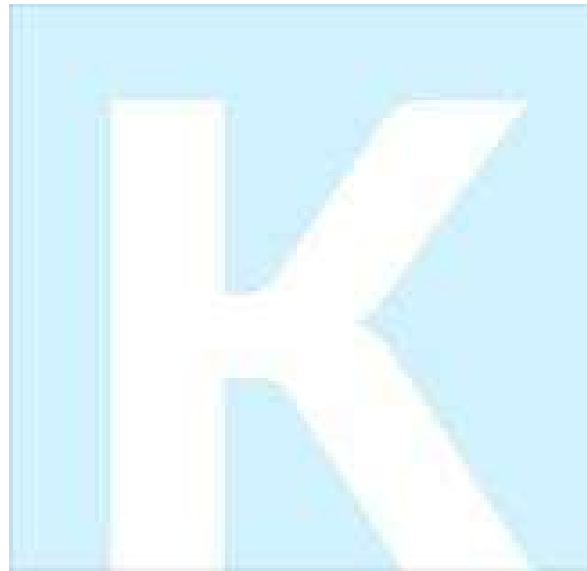
Ph : 040 65156363 | info@kastechssg.com | www.kastechssg.com

Reimbursement, Food and Gift coupons amount in line with the company guidelines.

- Meal Coupons - Mandatory for Gross Pay above 30000/- Per Month* which will be deducted from your Salary
- You will be covered by Mediclaim insurance under the Group Hospitalization scheme of the Company.

Accepted by:

Date of acceptance: _____



Kastech Software Solutions India Private Limited.

6th Floor, Shanta Sriram Tech Park, Beside DLF Cyber City, Gachibowli, Hyderabad, Telangana 500032

Ph : 040 65156363 | info@kastechssg.com | www.kastechssg.com



ICICI Bank Campus_Selects

2 messages

Saritha Surendran /HRMG/IBANK/HYD <saritha.surendran@icicibank.com> Fri, 17 Feb, 2023 at 17:02
To: GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>, placements@cbit.ac.in
Cc: Karthik Raj R /HRMG/IBANK/HYD <karthik.rajr@icicibank.com>

Dear Giri Chandra Prasad,

Kindly find the selected students list in Final Interview held on 17/Feb/2023.

Sr No	Applicant ID	Full Name	Status
1	5214630	KASIPETA THARUN KUMAR	Selected
2	5886434	B.YESUBABU	Selected
5	5886693	D.Chittibabu	Selected
7	5888934	EPPA ANKITHA PRIYA	Selected
8	5886692	GUBBA PAVANI	Selected

Thanks & Regards,

Saritha Surendran

HRMG-7977109531

From: GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>
Sent: 16 February 2023 18:54
To: placements@cbit.ac.in; Saritha Surendran /HRMG/IBANK/HYD <saritha.surendran@icicibank.com>
Subject: Re: Request to reschedule interview time

You don't often get email from pgs21050_mba.prasad@cbit.org.in. [Learn why this is important](#)

Fwd: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

From: Placements HEAD placements@cbit.ac.in

To: Principal CBIT principal@cbit.ac.in, director_cdc@cbit.ac.in , Anne Violet CBIT-HR hr@cbit.ac.in, hod_sms@cbit.ac.in, hod_sms@hod_sms@cbit.ac.in, damanjeet_sms@cbit.ac.in, damanjeet_sms@damanjeet_sms@cbit.ac.in, fpc_mba@cbit.ac.in

Cc: C SHALINI pgs21008_mba.shalini@cbit.org.in, GADWAL METI GIRI CHANDRA PRASAD pgs21050_mba.prasad@cbit.org.in, KAMARTHI LASYA pgs21075_mba.lasya@cbit.org.in, RATNAPURI PREETHI pgs21087_mba.preethi@cbit.org.in, VANAM SATHWIK pgs21128_mba.sathwik@cbit.org.in, VAIDYA DIVIJA pgs21090_mba.vaidya@cbit.org.in, NEELE SNEHALATHA pgs21029_mba.snehalatha@cbit.org.in, DONTA PREETHI CHANDANA pgs21009_mba.preethi@cbit.org.in, BHOJANAPU VENKATA CHANDAN pgs21045_mba.venkata@cbit.org.in

Date: Fri, 28 Oct 2022, 10:02 AM

Deloitte Tax_Chaitanya Bharti Institute of Technology, Hyderabad_27Oct_9Offers_Confirmation of Verbal Offers.xlsx 12 KB
Deloitte US_EAG_List of selected candidates_CBIT.xlsx 13 KB

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

From: **Rodrigues, Irmentrude** <irrodrigues@deloitte.com>

Date: Thu, Oct 27, 2022 at 8:39 PM

Subject: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

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

Cc: Kumar, Mankali Nishanth <mankkumar@deloitte.com>, Pani, Ritwik <rpani@deloitte.com>, Bhatia, Karan Jeet Singh <karanbhatia@deloitte.com>, Saini, Samanata <samsaini@deloitte.com>, Nagpal, Sonia <sonnagpal@deloitte.com>, Bhadoriya, Apoorva <abhadoriya@deloitte.com>, Sharma, Akshita <akshitasharma2@deloitte.com>, Karthikeyan, Arvinth <akarthikeyan@deloitte.com>, Chawla, Rishika <rishchawla@deloitte.com>

Deloitte US-India offices | October 27, 2022



List of selected candidates

Dear team,

Thank you for participating in Deloitte's Campus Recruitment process for 2022. On behalf of Deloitte, we would like to thank you for all your support and collaboration.

As a follow-up to the **Eleven (Tax-9, Enabling Areas & Global-**

2) offers communicated verbally, we have attached the complete list of students selected from your institution.

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

We look forward to receiving these details from you.

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

Best regards,

Campus team



[Deloitte.com](#) | [Unsubscribe](#) | [Manage email preferences](#) | [Legal](#) | [Privacy](#)

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 © 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

--

With Best Regards,

Dr. NLN REDDY,

Advisor - Career Development Centre (A)

Chaitanya Bharathi Institute of Technology

8466997218

9849466587



XLSX - 12 KB

Sl No	First Name	Last Name	Candidate Email
1	Shravya	K	Kshravya00@gmail.com
2	NEELI	SNEHA	neelisneha123@gmail.com
3	Gayatri	Swathi	gnvgs1999@gmail.com
4	Vishnu Vardhan	Katikala	9493943626v@gmail.com
5	Mohammad	Yakoobee	ybs.mdyakoobee@gmail.com
6	Alekhya	Gunukula	alekhyagunuku@gmail.com
7	D.	Reddy	dharupravalikareddy@gmail.com
8	Swetha Bhavani	Madigela	swethamadigela15@gmail.com
9	Sai	Surekha	saisurekha.santhosh@gmail.com

Open Office





Deloitte US_EAG_List of selected candidates_CBIT
XLSX - 13 KB



Name	Email id	Profile
Preethi Chandana D	preethi.chandana9@gmail.com	Analyst - RBP
Shalini Chintala	shalinichintala12147@gmail.com	Analyst - RBP

Open Office



Date: 8th July 2023

Dear Sanjoni Jadav,

We are pleased to appoint you as **Associate Analyst - US Mortgage Process** in our organization on the following terms and conditions.

1. You will report to **Mr. Rishu Kumar Kannihalli, Sr. Manager - Mortgage Operations**
2. Salary: CTC per Annum **INR 3,48,696/- (Three Lakhs Forty-Eight Thousand Six Hundred and Ninety-Six Only)**
3. Validity : This offer is valid till **17th July 2023**. In case you do not report to office on or before the above said date, this offer will be null & void.
4. Probation: You will be under probation for a period of 90 days from the date of joining and after expiry of 90 days from the joining date, you will be considered as "Confirmed Employee" automatically. During probation if your performance is unsatisfactory, your employment can be terminated without notice.
5. Notice Period: You shall be in the event of resignation, give the company **60 Days** effective notice. You will not be allowed to avail any leave during the notice period. If your performance is lower than expected levels, company can terminate you from employment after serving 1 month performance improvement notice.
6. **FinacPlus** is into virtual business process services and provides services to various clients. Please note that you have been appointed for our client **HouseMax Funding, LLC**, 5901 Old Fredericksburg Road D101, Austin, TX USA 78749.
7. Your Employment shall continue with **FinacPlus** as long as our contract with **HouseMax Funding, LLC**, In other words your Appointment shall come to an end once our contract with Client is terminated. However we will try to provide alternate employment suitable to your Profile depending on vacancies available at that time.
8. You must perform all the Services assigned by **HouseMax's** contact and submit all required reports and deliverables as requested by **HouseMax/FinacPlus**. You shall perform Services exclusively for **HouseMax** through **FinacPlus** and shall not perform Services or undertake the Services for any person who is undertaking a business substantially similar to the business undertaken by **HouseMax**.
9. As you are working on client's confidential information you are not supposed to carry smart phone or any other device which can make copies of information and also not allowed to browse internet for any purpose other than the allowed tasks.
10. Non-Disclosure and Confidentiality:
 - a. You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its clients which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its client lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and any other documents containing such Confidential Information.
 - b. You must maintain all Confidential Information in confidence and not disclose such Confidential Information to any third party, nor use any such Confidential Information for your own or another's benefit or for any purpose.

- c. You must keep all information received by **HouseMax** including information relating to, including without limitation, **HouseMax** and/or its affiliates and their respective businesses, any funds and/or accounts managed/advised/sponsored by the **HouseMax** and/or its affiliates, and/or the portfolio companies of any funds and/or accounts managed/advised/sponsored by the **HouseMax** and/or its affiliates, of a commercial, technical, scientific, operational, administrative or financial nature, terms of this Agreement, including its existence and all information pertaining to marketing strategies, business, clients, current or potential investors thereof and/or intellectual property, and/or any notes, compilations, studies, interpretations, presentations, correspondence or other writings, whether in physical or electronic form, whether after the date of this Agreement or prior to the execution of this Agreement, whether marked as 'Confidential' or not marked as 'Confidential', or if communicated orally, identified as 'Confidential' at the time of disclosure ("Confidential Information") as secret and confidential. Such Confidential Information shall only be disclosed to the Employees working on the Services solely on a "need-to-know" basis; and you shall maintain the confidentiality of such Confidential Information strictly in accordance with the terms of the employment.
 - d. You are required to maintain an appropriate standard of confidentiality. Any disclosures of confidential information (including personal information kept on computer or other media) made unlawfully outside the proper course of duty will be treated as a serious disciplinary offence.
 - e. Any of our technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged or made public by you even thereafter.
 - f. Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.
 - g. Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the company may have against you by law.
11. Noncompetition Covenants:
- a. You agree that during your employment with FinacPlus and for (3) months earlier to occur of the termination thereof by any party for any or no reason, you shall not, without the prior consent of FinacPlus and **HouseMax**, either for yourself or on behalf of any other person or entity, directly or indirectly own, manage, operate, control, consult for, perform services for, or be employed by any entity in which you would be involved in any manner in any of the following activities related to the Investment Management Business: (a) investing in, underwriting, acquiring, brokering, soliciting Customers for or trading loans or financing, (b) product development, (c) marketing, (d) correspondent relationship management or (e) managing or supervising any employees engaged Client's activities.
 - b. As used in this Agreement, "Customer" means any individual or entity with which you had material contact with during the last two years of your assignment to work on **HouseMax** activities, including any loan originators which sell loans to **HouseMax**.
12. You will be required to comply with all such rules and regulations as the Company (FinacPlus) may amend from time to time.
13. If at any time in our opinion, which is final in this matter you are found as a non-performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

14. You will not accept any gift, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
15. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
16. You will be required to work **from 7am CST to 4pm CST (Monday to Friday) (IST 6-30pm to 3-30am)** **and** You are eligible for US Public holidays only as per Client's policy and the list of holidays will be circulated in the beginning of the Year.
17. You are eligible for leaves as per company policy. For more details on leaves please refer to employee handbook.
18. We request you to bring the following at the time of joining.
 - A) All Original Certificates, Marks lists, Service Certificates & relieving letter for verification. Kindly submit one set of photo copies of the same.
 - B) Provide a valid photo identity proof to open your salary account.
 - C) PAN Card, Aadhar Card, Ration card, Voter card & Driving License
 - D) 4 passport size photos.
19. Your appointment is contingent upon successful completion of a background check and we reserve the right to end our employment agreement with you should the results of your background investigation not be successful.

If you accept the terms and conditions above mentioned, please sign the declaration in the duplicate and return to us. The original shall be retained by you.

We welcome you to **FinacPlus** and look forward to a fruitful collaboration.

With best wishes,

For **FinacPlus Global Services Pvt Ltd**



Satish Kadiyala
CEO

I, _____ have read the above terms and conditions and accept the same unconditionally and accept this appointment letter.

Date:

(Signature)

Annexure I

Sanjoni Jadav			
Associate Analyst - US Mortgage Process			
Details	Monthly	Annual	
Monthly Pay			
Basic	9621	115452	
HRA	6013	72156	
Other Allowances	8418	101016	
Gross Monthly Salary	24052	288624	288624
**Monthly Bonus	2405	28860	28860
Annual Pay			
*Statutory Bonus	801	9612	
	801	9612	9612
Investment Benefits			
Provident Fund	1800	21600	
	1800	21600	21600
Total CTC of Employee	29058		348696
Other Allowances (Details)	8418		
Travelling Allowance	3000		
Food Allowance	1100		
Medical Allowance	0		
Night shift Allowance	4000		
Flexi Pay	318		
Total	8418		
* Statutory Bonus: Statutory Bonus will be paid annually i.e. 30th April of every year based on number of days employee worked in financial year.			
**Monthly Bonus: Your Performance will be evaluated every month and Monthly Bonus will be paid based on your performance (0 to 100%) monthly and budgeted bonus will be decided based on number of days employee worked in particular month.			
**Employee should be on rolls of FinacPlus and should not be on notice period by the time of annual payments i.e. 30th April of every year.			
***Employees are eligible for 6 CLs + 6 SLs + 12 Privileged Leaves. Unused CLs will expire at the end of the year, 6 SLs can be carried forward and Unused PLs are paid in cash calculated on the basis of Basic Salary Per day at the end of the year i.e. 30th April of every year.			
Employees working for Overseas clients will have Holidays as per Client's Policy			
Gratuity is Payable after completion of 5 Years of Service as per Payment of Gratuity Act. FinacPlus provides Rs.1000000 as family medical insurance for employee, spouse and two children and also will provide accident and disable insurance of Rs.1000000 for employee. FinacPlus don't have Cabs for Male employees and they need to make their own travel arrangements. Travelling allowance is added for that purpose. Employee need to work in shift timings that are suitable and decided by the client. Shift allowance is added for that purpose.			

Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA <pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in <pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>;DONTHA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>

Date: Thu, Oct 13, 2022 at 5:00 PM

Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews

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

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>

Date: 13 October 2022 at 3:07:14 PM IST

To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in" <damanjeet_sms@cbit.ac.in>

Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.



Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM    

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that enclosed list has students who qualified the Assessment Test and will be scheduled for personal Interview.

We will be conducting the Personal Interviews on 12th Oct 10.30am at campus, Kindly confirm on the same .

Request you to share the resumes of these 50 shortlisted candidates.

Regards

Vijay

BERKADIA

Vijay Chityala

ASSISTANT VICE PRESIDENT



9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy

Hyderabad, TS 500019

O [+91 \(40\) 67170203](tel:+914067170203) | **M** [+91 \(773\) 0860888](tel:+917730860888) | vijay.chityala@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

[Let us find your next investment! Visit our property acquisition portal and update your acquisition criteria today.](#)

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587

Fwd: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

From: Placements HEAD placements@cbit.ac.in

To: Principal CBIT principal@cbit.ac.in, director_cdc@cbit.ac.in , Anne Violet CBIT-HR hr@cbit.ac.in, hod_sms@hod_sms@cbit.ac.in, damanjeet_sms@damanjeet_sms@cbit.ac.in
damanjeet_sms@damanjeet_sms@cbit.ac.in, fpc_mba@fpc_mba@cbit.ac.in

Cc: C SHALINI pgs21008_mba.shalini@cbit.org.in, GADWAL METI GIRI CHANDRA PRASAD pgs21050_mba.prasad@cbit.org.in, KAMARTHI LASYA pgs21075_mba.lasya@cbit.org.in, RATNAPURI PREETHI pgs21087_mba.preethi@cbit.org.in, VANAM SATHWIK pgs21128_mba.sathwik@cbit.org.in, VAIDYA DIVIJA pgs21090_mba.vaidya@cbit.org.in, NEELE SNEHALATHA pgs21029_mba.snehalatha@cbit.org.in, DONTA PREETHI CHANDANA pgs21009_mba.preethi@cbit.org.in, BHOJANAPU VENKATA CHANDAN pgs21045_mba.venkata@cbit.org.in

Date: Fri, 28 Oct 2022, 10:02 AM

Deloitte Tax_Chaitanya Bharti Institute of Technology, Hyderabad_27Oct_9Offers_Confirmation of Verbal Offers.xlsx 12 KB
Deloitte US_EAG_List of selected candidates_CBIT.xlsx 13 KB

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

From: **Rodrigues, Irmentrude** <irrodrigues@deloitte.com>

Date: Thu, Oct 27, 2022 at 8:39 PM

Subject: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

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

Cc: Kumar, Mankali Nishanth <mankkumar@deloitte.com>, Pani, Ritwik <rpani@deloitte.com>, Bhatia, Karan Jeet Singh <karanbhatia@deloitte.com>, Saini, Samanata

<samsaini@deloitte.com>, Nagpal, Sonia <sonnagpal@deloitte.com>, Bhadoriya, Apoorva <abhadoriya@deloitte.com>, Sharma, Akshita <akshitasharma2@deloitte.com>, Karthikeyan, Arvinth <akarhikeyan@deloitte.com>, Chawla, Rishika <rishchawla@deloitte.com>

Deloitte US-India offices | October 27, 2022



List of selected candidates

Dear team,

Thank you for participating in Deloitte's Campus Recruitment process for 2022. On behalf of Deloitte, we would like to thank you for all your support and collaboration.

As a follow-up to the **Eleven (Tax-9, Enabling Areas & Global-**

2) offers communicated verbally, we have attached the complete list of students selected from your institution.

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

We look forward to receiving these details from you.

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

Best regards,

Campus team



[Deloitte.com](#) | [Unsubscribe](#) | [Manage email preferences](#) | [Legal](#) | [Privacy](#)

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 © 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

--

With Best Regards,

Dr. NLN REDDY,

Advisor - Career Development Centre (A)

Chaitanya Bharathi Institute of Technology

8466997218

9849466587



XLSX - 12 KB

Sl No	First Name	Last Name	Candidate Email
1	Shravya	K	Kshravya00@gmail.com
2	NEELI	SNEHA	neelisneha123@gmail.com
3	Gayatri	Swathi	gnvgs1999@gmail.com
4	Vishnu Vardhan	Katikala	9493943626v@gmail.com
5	Mohammad	Yakoobee	ybs.mdyakoobee@gmail.com
6	Alekhya	Gunukula	alekhyagunuku@gmail.com
7	D.	Reddy	dharupravalikareddy@gmail.com
8	Swetha Bhavani	Madigela	swethamadigela15@gmail.com
9	Sai	Surekha	saisurekha.santhosh@gmail.com

Open Office





Deloitte US_EAG_List of selected candidates_CBIT
XLSX - 13 KB



Name	Email id	Profile
Preethi Chandana D	preethi.chandana9@gmail.com	Analyst - RBP
Shalini Chintala	shalinichintala12147@gmail.com	Analyst - RBP

Open Office





Gupta, Harshita

BHOJANAPU VENKATA CHANDAN, + 12

17 Nov



Hi Venkata,

I am pleased to inform you that below students have cleared all the rounds of interview and are selected to join Franklin Templeton in 2023.

Congratulations to all the students for this achievement

1. Ratnapuri Preethi
2. S. Payal
3. K. Nilaya
4. Khonde Akshay
5. Y.sai meghana
6. Pallavi Tiwari
7. VADLA BHARATH KUMAR
8. K.Tejasree
9. Ruchitha Mudike
10. Nikitha Adavelli
11. Harshitha Konaparaju

Regards,

Harshita Gupta

Global Talent Acquisition

Franklin Templeton

Greetings from MyCaptain!

We are delighted to inform you that **2** students of your institution have been placed with MyCaptain on the campus placements. We would like to congratulate all the students and placement cells who trained them to perform their best in the interviews.

The below attached includes the list of selected candidates :

Name	Email
Marripati Sai Chandrika	chandrikamarripati@gmail.com
Eppa Ankitha Priya	Reddyankithapriya16@gmail.com

Fwd: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

From: Placements HEAD placements@cbit.ac.in

To: Principal CBIT principal@cbit.ac.in, director_cdc@cbit.ac.in , Anne Violet CBIT-HR hr@cbit.ac.in, hod_sms@cbit.ac.in, hod_sms@hod_sms@cbit.ac.in, damanjeet_sms@cbit.ac.in, damanjeet_sms@damanjeet_sms@cbit.ac.in, fpc_mba@cbit.ac.in

Cc: C SHALINI pgs21008_mba.shalini@cbit.org.in, GADWAL METI GIRI CHANDRA PRASAD pgs21050_mba.prasad@cbit.org.in, KAMARTHI LASYA pgs21075_mba.lasya@cbit.org.in, RATNAPURI PREETHI pgs21087_mba.preethi@cbit.org.in, VANAM SATHWIK pgs21128_mba.sathwik@cbit.org.in, VAIDYA DIVIJA pgs21090_mba.vaidya@cbit.org.in, NEELE SNEHALATHA pgs21029_mba.snehalatha@cbit.org.in, DONTA PREETHI CHANDANA pgs21009_mba.preethi@cbit.org.in, BHOJANAPU VENKATA CHANDAN pgs21045_mba.venkata@cbit.org.in

Date: Fri, 28 Oct 2022, 10:02 AM

Deloitte Tax_Chaitanya Bharti Institute of Technology, Hyderabad_27Oct_9Offers_Confirmation of Verbal Offers.xlsx 12 KB
Deloitte US_EAG_List of selected candidates_CBIT.xlsx 13 KB

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

From: **Rodrigues, Irmentrude** <irrodrigues@deloitte.com>

Date: Thu, Oct 27, 2022 at 8:39 PM

Subject: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

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

Cc: Kumar, Mankali Nishanth <mankkumar@deloitte.com>, Pani, Ritwik <rpani@deloitte.com>, Bhatia, Karan Jeet Singh <karanbhatia@deloitte.com>, Saini, Samanata

<samsaini@deloitte.com>, Nagpal, Sonia <sonnagpal@deloitte.com>, Bhadoriya, Apoorva <abhadoriya@deloitte.com>, Sharma, Akshita <akshitasharma2@deloitte.com>, Karthikeyan, Arvinth <akarthikeyan@deloitte.com>, Chawla, Rishika <rishchawla@deloitte.com>

Deloitte US-India offices | October 27, 2022



List of selected candidates

Dear team,

Thank you for participating in Deloitte's Campus Recruitment process for 2022. On behalf of Deloitte, we would like to thank you for all your support and collaboration.

As a follow-up to the **Eleven (Tax-9, Enabling Areas & Global-**

2) offers communicated verbally, we have attached the complete list of students selected from your institution.

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

We look forward to receiving these details from you.

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

Best regards,

Campus team



[Deloitte.com](#) | [Unsubscribe](#) | [Manage email preferences](#) | [Legal](#) | [Privacy](#)

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 © 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

--

With Best Regards,

Dr. NLN REDDY,

Advisor - Career Development Centre (A)

Chaitanya Bharathi Institute of Technology

8466997218

9849466587



XLSX - 12 KB

Sl No	First Name	Last Name	Candidate Email
1	Shravya	K	Kshravya00@gmail.com
2	NEELI	SNEHA	neelisneha123@gmail.com
3	Gayatri	Swathi	gnvgs1999@gmail.com
4	Vishnu Vardhan	Katikala	9493943626v@gmail.com
5	Mohammad	Yakoobee	ybs.mdyakoobee@gmail.com
6	Alekhya	Gunukula	alekhyagunuku@gmail.com
7	D.	Reddy	dharupravalikareddy@gmail.com
8	Swetha Bhavani	Madigela	swethamadigela15@gmail.com
9	Sai	Surekha	saisurekha.santhosh@gmail.com

Open Office





Deloitte US_EAG_List of selected candidates_CBIT
XLSX - 13 KB



Name	Email id	Profile
Preethi Chandana D	preethi.chandana9@gmail.com	Analyst - RBP
Shalini Chintala	shalinichintala12147@gmail.com	Analyst - RBP

Open Office





MONEY MARKET

Plot no: - 251/A Doyen's Township,
Lingampally, R R Dist. HYD - 500133
Email: momeymarket99@gmail.com
Contact: 9505951016

JOB OFFER LETTER

Date: 30/03/2023

Dear Anusha Mannem

We refer to recent interview for the below mentioned position and are pleased to offer you the full-time job offer with money market and will report directly to MR. Ahmed Pasha. Please find the following confirmation your job description.

Designation: Full time job

Department: Accounting

Date of joining: 01/04/2023

Location: Hyderabad/job

CTC- 3.5LPA

For any queries please feel free to write us at:

Congratulations and welcome to the team!

Best Wishes!

(Authorized Signatory)



Sk. Ahmed Pasha

Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA <pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in <pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>;DONTA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>

Date: Thu, Oct 13, 2022 at 5:00 PM

Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews

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

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>

Date: 13 October 2022 at 3:07:14 PM IST

To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in" <damanjeet_sms@cbit.ac.in>

Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.



Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com
Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that enclosed list has students who qualified the Assessment Test and will be scheduled for personal Interview.

We will be conducting the Personal Interviews on 12th Oct 10.30am at campus, Kindly confirm on the same .

Request you to share the resumes of these 50 shortlisted candidates.

Regards

Vijay

BERKADIA

Vijay Chityala

ASSISTANT VICE PRESIDENT



9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy

Hyderabad, TS 500019

O [+91 \(40\) 67170203](tel:+914067170203) | **M** [+91 \(773\) 0860888](tel:+917730860888) | vijay.chityala@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

[Let us find your next investment! Visit our property acquisition portal and update your acquisition criteria today.](#)

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587

Fwd: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

From: Placements HEAD placements@cbit.ac.in

To: Principal CBIT principal@cbit.ac.in, director_cdc@cbit.ac.in , Anne Violet CBIT-HR hr@cbit.ac.in, hod_sms@hod_sms@cbit.ac.in, damanjeet_sms@damanjeet_sms@cbit.ac.in
damanjeet_sms@damanjeet_sms@cbit.ac.in, fpc_mba@fpc_mba@cbit.ac.in

Cc: C SHALINI pgs21008_mba.shalini@cbit.org.in, GADWAL METI GIRI CHANDRA PRASAD pgs21050_mba.prasad@cbit.org.in, KAMARTHI LASYA pgs21075_mba.lasya@cbit.org.in, RATNAPURI PREETHI pgs21087_mba.preethi@cbit.org.in, VANAM SATHWIK pgs21128_mba.sathwik@cbit.org.in, VAIDYA DIVIJA pgs21090_mba.vaidya@cbit.org.in, NEELE SNEHALATHA pgs21029_mba.snehalatha@cbit.org.in, DONTHA PREETHI CHANDANA pgs21009_mba.preethi@cbit.org.in, BHOJANAPU VENKATA CHANDAN pgs21045_mba.venkata@cbit.org.in

Date: Fri, 28 Oct 2022, 10:02 AM

Deloitte Tax_Chaitanya Bharti Institute of Technology, Hyderabad_27Oct_9Offers_Confirmation of Verbal Offers.xlsx 12 KB
Deloitte US_EAG_List of selected candidates_CBIT.xlsx 13 KB

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

From: **Rodrigues, Irmentrude** <irrodrigues@deloitte.com>

Date: Thu, Oct 27, 2022 at 8:39 PM

Subject: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

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

Cc: Kumar, Mankali Nishanth <mankkumar@deloitte.com>, Pani, Ritwik <rpani@deloitte.com>, Bhatia, Karan Jeet Singh <karanbhatia@deloitte.com>, Saini, Samanata

<samsaini@deloitte.com>, Nagpal, Sonia <sonnagpal@deloitte.com>, Bhadoriya, Apoorva <abhadoriya@deloitte.com>, Sharma, Akshita <akshitasharma2@deloitte.com>, Karthikeyan,

Arvinth <akarthikeyan@deloitte.com>, Chawla, Rishika <rishchawla@deloitte.com>

Deloitte US-India offices | October 27, 2022



List of selected candidates

Dear team,

Thank you for participating in Deloitte's Campus Recruitment process for 2022. On behalf of Deloitte, we would like to thank you for all your support and collaboration.

As a follow-up to the **Eleven (Tax-9, Enabling Areas & Global-**

2) offers communicated verbally, we have attached the complete list of students selected from your institution.

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

We look forward to receiving these details from you.

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

Best regards,

Campus team



[Deloitte.com](#) | [Unsubscribe](#) | [Manage email preferences](#) | [Legal](#) | [Privacy](#)

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 © 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

--

With Best Regards,

Dr. NLN REDDY,

Advisor - Career Development Centre (A)

Chaitanya Bharathi Institute of Technology

8466997218

9849466587



XLSX - 12 KB



Sl No	First Name	Last Name	Candidate Email
1	Shravya	K	Kshravya00@gmail.com
2	NEELI	SNEHA	neelisneha123@gmail.com
3	Gayatri	Swathi	gnvgs1999@gmail.com
4	Vishnu Vardhan	Katikala	9493943626v@gmail.com
5	Mohammad	Yakoobee	ybs.mdyakoobee@gmail.com
6	Alekhya	Gunukula	alekhyagunuku@gmail.com
7	D.	Reddy	dharupravalikareddy@gmail.com
8	Swetha Bhavani	Madigela	swethamadigela15@gmail.com
9	Sai	Surekha	saisurekha.santhosh@gmail.com

Open Office





Deloitte US_EAG_List of selected candidates_CBIT
XLSX - 13 KB



Name	Email id	Profile
Preethi Chandana D	preethi.chandana9@gmail.com	Analyst - RBP
Shalini Chintala	shalinichintala12147@gmail.com	Analyst - RBP

Open Office





Gupta, Harshita

BHOJANAPU VENKATA CHANDAN, + 12

17 Nov



Hi Venkata,

I am pleased to inform you that below students have cleared all the rounds of interview and are selected to join Franklin Templeton in 2023.

Congratulations to all the students for this achievement

1. Ratnapuri Preethi
2. S. Payal
3. K. Nilaya
4. Khonde Akshay
5. Y.sai meghana
6. Pallavi Tiwari
7. VADLA BHARATH KUMAR
8. K.Tejasree
9. Ruchitha Mudike
10. Nikitha Adavelli
11. Harshitha Konaparaju

Regards,

Harshita Gupta

Global Talent Acquisition

Franklin Templeton

Fwd: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

From: Placements HEAD placements@cbit.ac.in

To: Principal CBIT principal@cbit.ac.in, director_cdc@cbit.ac.in , Anne Violet CBIT-HR hr@cbit.ac.in, hod_sms@cbit.ac.in, hod_sms@hod_sms@cbit.ac.in, damanjeet_sms@cbit.ac.in, damanjeet_sms@damanjeet_sms@cbit.ac.in, fpc_mba@cbit.ac.in

Cc: C SHALINI pgs21008_mba.shalini@cbit.org.in, GADWAL METI GIRI CHANDRA PRASAD pgs21050_mba.prasad@cbit.org.in, KAMARTHI LASYA pgs21075_mba.lasya@cbit.org.in, RATNAPURI PREETHI pgs21087_mba.preethi@cbit.org.in, VANAM SATHWIK pgs21128_mba.sathwik@cbit.org.in, VAIDYA DIVIJA pgs21090_mba.vaidya@cbit.org.in, NEELE SNEHALATHA pgs21029_mba.snehalatha@cbit.org.in, DONTA PREETHI CHANDANA pgs21009_mba.preethi@cbit.org.in, BHOJANAPU VENKATA CHANDAN pgs21045_mba.venkata@cbit.org.in

Date: Fri, 28 Oct 2022, 10:02 AM

Deloitte Tax_Chaitanya Bharti Institute of Technology, Hyderabad_27Oct_9Offers_Confirmation of Verbal Offers.xlsx 12 KB
Deloitte US_EAG_List of selected candidates_CBIT.xlsx 13 KB

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

From: **Rodrigues, Irmentrude** <irrodrigues@deloitte.com>

Date: Thu, Oct 27, 2022 at 8:39 PM

Subject: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

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

Cc: Kumar, Mankali Nishanth <mankkumar@deloitte.com>, Pani, Ritwik <rpani@deloitte.com>, Bhatia, Karan Jeet Singh <karanbhatia@deloitte.com>, Saini, Samanata <samsaini@deloitte.com>, Nagpal, Sonia <sonnagpal@deloitte.com>, Bhadoriya, Apoorva <abhadoriya@deloitte.com>, Sharma, Akshita <akshitasharma2@deloitte.com>, Karthikeyan, Arvinth <akarthikeyan@deloitte.com>, Chawla, Rishika <rishchawla@deloitte.com>

Deloitte US-India offices | October 27, 2022



List of selected candidates

Dear team,

Thank you for participating in Deloitte's Campus Recruitment process for 2022. On behalf of Deloitte, we would like to thank you for all your support and collaboration.

As a follow-up to the **Eleven (Tax-9, Enabling Areas & Global-**

2) offers communicated verbally, we have attached the complete list of students selected from your institution.

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

We look forward to receiving these details from you.

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

Best regards,

Campus team



[Deloitte.com](#) | [Unsubscribe](#) | [Manage email preferences](#) | [Legal](#) | [Privacy](#)

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 © 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

--

With Best Regards,

Dr. NLN REDDY,

Advisor - Career Development Centre (A)

Chaitanya Bharathi Institute of Technology

8466997218

9849466587



XLSX - 12 KB

Sl No	First Name	Last Name	Candidate Email
1	Shravya	K	Kshravya00@gmail.com
2	NEELI	SNEHA	neelisneha123@gmail.com
3	Gayatri	Swathi	gnvgs1999@gmail.com
4	Vishnu Vardhan	Katikala	9493943626v@gmail.com
5	Mohammad	Yakoobee	ybs.mdyakoobee@gmail.com
6	Alekhya	Gunukula	alekhyagunuku@gmail.com
7	D.	Reddy	dharurpravalikareddy@gmail.com
8	Swetha Bhavani	Madigela	swethamadigela15@gmail.com
9	Sai	Surekha	saisurekha.santhosh@gmail.com

Open Office





Deloitte US_EAG_List of selected candidates_CBIT
XLSX - 13 KB



Name	Email id	Profile
Preethi Chandana D	preethi.chandana9@gmail.com	Analyst - RBP
Shalini Chintala	shalinichintala12147@gmail.com	Analyst - RBP

Open Office





Gupta, Harshita

BHOJANAPU VENKATA CHANDAN, + 12

17 Nov



Hi Venkata,

I am pleased to inform you that below students have cleared all the rounds of interview and are selected to join Franklin Templeton in 2023.

Congratulations to all the students for this achievement

1. Ratnapuri Preethi
2. S. Payal
3. K. Nilaya
4. Khonde Akshay
5. Y.sai meghana
6. Pallavi Tiwari
7. VADLA BHARATH KUMAR
8. K.Tejasree
9. Ruchitha Mudike
10. Nikitha Adavelli
11. Harshitha Konaparaju

Regards,

Harshita Gupta

Global Talent Acquisition

Franklin Templeton

Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA <pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in <pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>;DONTA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>

Date: Thu, Oct 13, 2022 at 5:00 PM

Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews

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

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>

Date: 13 October 2022 at 3:07:14 PM IST

To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in" <damanjeet_sms@cbit.ac.in>

Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.



Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com
Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that enclosed list has students who qualified the Assessment Test and will be scheduled for personal Interview.

We will be conducting the Personal Interviews on 12th Oct 10.30am at campus, Kindly confirm on the same .

Request you to share the resumes of these 50 shortlisted candidates.

Regards

Vijay

BERKADIA

Vijay Chityala

ASSISTANT VICE PRESIDENT



9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy

Hyderabad, TS 500019

O [+91 \(40\) 67170203](tel:+914067170203) | **M** [+91 \(773\) 0860888](tel:+917730860888) | vijay.chityala@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

[Let us find your next investment! Visit our property acquisition portal and update your acquisition criteria today.](#)

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587



Three Galleria Tower
13155 Noel Road
Suite 100
Dallas, TX 75240-5090
Tel. 972.934.0022
Fax 972.960.0613

PRIVATE AND CONFIDENTIAL

www.ryan.com

20/03/2023

Peddapuram Ashwini

Re: Employment with Ryan India Tax Services Private Limited

Dear Ashwini,

In accordance with our recent discussions, this letter (hereinafter referred to as the "**Employment Letter Agreement**" or "**Agreement**") will confirm that the following shall be the terms and conditions of your employment with Ryan India Tax Services Private Limited (hereinafter referred to as the "**Company**"). We are confident you will find Ryan a unique and rewarding place to work; Ryan India has been recently certified as a Great Place To Work by the Great Place To Work Institute.

1. POSITION

You are appointed as **Tax Associate, Property Tax Compliance** of the Company and are required to join by the start date of **03/04/2023** by countersigning this Agreement within seven (7) days from the date of this Agreement as set forth above. As such, you shall perform the duties set forth in Annexure I.

2. INFORMATION PROVIDED BY YOU, REFERENCE CHECKS, BACKGROUND CHECKS

- a) The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, etc.) or at any time thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.
- b) The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of such checks, including by way of engaging third-party agencies to conduct such checks, and (ii) you consent to your personal details being used for conducting such background checks (including providing them to the third-party agencies solely for this purpose).
- c) The commencement or continuation of your employment with the Company is contingent upon a background check and check of references satisfactory to the Company. Further, the Company shall have the right, and you hereby consent to such monitoring of your performance and your activities during the period of employment with the Company as the Company deems fit.
- d) You shall submit to the Ryan Human Resources team a pre-approved document list as detailed in Annexure II to this Agreement and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

3. PROBATION/CONFIRMATION

You will be on probation for a period of six (6) months from the date of joining. The period of probation is subject to extension at the discretion of the management of the Company, by another period of six (6) months. Confirmation of employment following the probation period will not be construed to have taken place unless and until you are informed in writing by the Company to that effect.

During the period of probation, your services may be terminated by the Company for any reason or no reason, by giving notice of one (1) month without assigning any reason thereof. Similarly, during the period of probation, you may terminate the contract by giving one (1) month advance written notice to the Company. However, the formalities of submitting a proper letter of resignation and obtaining a no-dues certificate from all concerned shall have to be complied with.

4. REMUNERATION AND BENEFITS

Your total remuneration will be as set out in the attached Annexure III and will be payable on the 25th day of the next English calendar month for the previous month. All payments made to you will be subject to deductions required by law, including deductions in respect of tax and such other deductions and/or contributions as shall be required to be made pursuant to the applicable laws and policies and procedures of the Company. Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee ("Statutory Payments"). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

You will also be eligible to receive benefits based on benefits programs made available by the Company.

5. LOCATION

You will be based initially at the Company's Hyderabad office or such other place where there are offices or facilities of the Company or its clients. You may, however, be required to work at such other locations in India and/or abroad as the Company may from time to time desire. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may exist or come into existence.

You may be required to work overseas for any such period as may be deemed necessary by the Company. The Company does not guarantee the continuation of any perquisite at the new location.

6. ASSIGNMENT OF DUTIES

Subject to your qualifications and background, the Company reserves the right to assign any suitable position to you in the interest of business of the Company, during the course of your employment. It is hereby understood and agreed by you that you will not refuse the above mentioned assignment on any ground and that you will not be entitled to any additional compensation for effectively carrying out the duties.

7. HOURS OF WORK

You will be normally required to work five (5) days in a week. Further, you will work for nine (9) hours in a day, including one (1) hour for rest/lunch; however, these hours and/ or days may vary depending on the operational requirements of each department of the Company. The Company reserves the right to call you for work on an off day. Any variations on working patterns are at the discretion of the Company. In case of continuous delay or habitual absence in reporting for duty on time, the Company is entitled to take disciplinary action against you, including, but not limited to, termination of your service.

8. TRAVEL

You may be required to travel within or outside India with regard to the Company's business requirements. The mode and class of travel and any associated expenses, including accommodation, outside of the company's approved expense policy must be approved in writing by the Company before the travel is undertaken.

9. REIMBURSEMENT OF EXPENSES

You shall be reimbursed for all reasonable expenses incurred in the performance of your duties by the Company, pursuant to the Company's internal expense policies, provided you submit all the appropriate and adequate supporting documents of such expenses to the Company, including the vouchers for the expenses incurred, and the same has been approved by the Company. The Company always reserves the right to ask you for any additional information or documents, and to fill and sign any form or document, with regard to the reimbursements.

10. LEAVE ENTITLEMENT

You will be entitled to accrue thirty-nine (39) days of Annual Leave per year, which is accrued on a monthly basis. This entitlement will comprise Privilege Leave, Casual Leave, and Sick Leave, though the same will not be tracked individually for administrative convenience. Accruals will be calculated on a pro-rata basis during the first calendar year of employment.

Up to fifteen (15) days of unutilized Leave can be encashed each year. Carry forward is subject to a maximum accumulation of sixty (60) days in a given year.

If you leave the Company, whether due to termination by the Company or your resignation from employment, you will be entitled to payment in respect of accumulated Annual Leave along with the Annual Leave that has been accrued on a pro rata basis in proportion to the duration of the service in the English calendar year in which your employment expires.

11. PUBLIC HOLIDAYS

You are also entitled to ten (10) days holiday in a calendar year, which includes national and other festive holidays to be declared in advance in accordance with the relevant government notification.

12. NOTICE PERIOD FOR RESIGNATION

After confirmation pursuant to Section 2 above, you may terminate your employment with the Company by giving two (2) month written notice or payment/forfeiture of salary in lieu thereof. The Company, however, reserves the right to waive off the condition regarding notice period as above, and accept your resignation immediately on receipt, or from any date within the notice period, without any compensation whatsoever.

13. TERMINATION OF EMPLOYMENT

Without limiting clause 3, the Company may at any time terminate your employment:

- a) Without cause by giving you prior written notice of at least two (2) months ("Notice Period") or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period. Payslip total means the total gross monthly salary as shown on your latest salary slip provided by the Company to you (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus, and any reimbursements.
- b) Forthwith if you are proved guilty of any gross or permanent default or misconduct in connection with or affecting the business of the Company or any group company, or in the event of any serious or persistent breach or non-observance by you of any of your terms and conditions of employment, or if in the opinion of the Company, you have conducted any willful misconduct or acted in any manner which is prejudicial or detrimental to the best interests of the Company.
- c) With immediate effect by a written notice to you if, the Company discovers that any information or document submitted by you is fraudulent, materially false or incorrect, or the Company following the conduct of background or reference checks referred to in clause 2 or otherwise receives information or becomes aware of information concerning you which the Company, acting reasonably, considers to be materially detrimental to its interest should your employment continue.
- d) By written notice, where in the event your appointment is made subject to you passing your educational qualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company.
- e) With immediate effect if you are absent from work for a period of eight (8) working days without the written approval of your reporting manager (including where you overstay your leave/training).
- f) With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds two (2) months in any calendar year.

14. MISCONDUCT/BREACH

The Company may at any time suspend you from the performance of your duties or exclude you from the premises of the Company during any period of notice given by you or the Company or in circumstances in which it reasonably believes you to be guilty of misconduct or in breach of your terms and conditions

of employment, in order that the circumstances giving rise to that belief may be investigated. During the period of suspension, you will be paid one-half of the salary that would otherwise have been due for the first six (6) months and at seventy-five percent (75%) beyond six (6) months during the period of suspension. The total period of suspension shall not however exceed one (1) year in any case. If the misconduct is not established or the total period of suspension exceeds one (1) year, the employee shall be entitled to full wages during suspension period, and the period of suspension shall be treated as on duty. For the avoidance of doubt, there is no obligation on the Company to provide you with any work during any period of notice, and you will not be entitled to work on your own account or on account of any other person, term, or company or contact any of the Company's clients or suppliers during that period. Investigation/enquiry into alleged misconduct will be as per the Employee Handbook, Code of Conduct.

15. REPRESENTING THE COMPANY

You are not permitted to represent yourself as an authorized agent of the Company except in the course of the proper performance of your duties, if you are expressly authorized to do so in your relevant position as advised to you by the Company. When your employment ceases, you must not hold yourself out in any business context as being an employee or representative of, or otherwise connected to the Company. Should there be any misrepresentation, intention to deceive in this respect, or any attempt to interfere in this way in the existing business relations between the Company, including, but not limited to, its customers, agents, and suppliers, the Company may take proceedings against you to prevent any recurrence and to recover any losses incurred as a result.

16. INTELLECTUAL PROPERTY

The Company will own and be entitled to the benefit of all intellectual property, including, but not limited to, copyright (as well as moral rights), in all material made/ discovered/enhanced by you in pursuance of the terms of your employment by the Company.

17. CONFIDENTIALITY

You shall keep confidential at any time during or after your employment, any information (including proprietary or confidential information) about the business and affairs of, or belonging to, the Company or any affiliate of the Company or their respective customers or suppliers, including information which, though technically not trade secrets, the dissemination or knowledge whereof might prove prejudicial to the Company or its affiliated companies. You may be asked to sign a confidentiality agreement with the Company in this regard.

18. DATA PROTECTION

By signing this Agreement, you acknowledge and agree that the Company is permitted to hold personal information about you as part of its personnel and other business records and may use such information in the course of the Company's business. You acknowledge and agree that such information may be transferred between the Ryan group of companies, including transfers outside of India, in connection with the group's recordkeeping and business procedures and activities. You further agree that the Company may disclose such information to third parties in the event that such disclosure is, in the Company's view, required for the proper conduct of the Company's business or that of any associated company. This clause applies to information held, used, or disclosed in any medium.

19. COMPANY AND CLIENT PROPERTY

All equipment (including computer equipment), notes, memoranda, records, literature, publications, type

set, lists of customers, suppliers and employees, correspondence, computer and other discs or tapes, data listings, codes, keys and passwords, designs, drawings, and other documents or material whatsoever (whether made or created by you or otherwise and in whatever medium or format) relating to the business of the Company or any of its affiliates or any of its or their clients (and any copies of the same) shall be and remain the property of the Company, or the relevant affiliate or client, and shall be handed over by you to the Company on demand and in any event on the termination of your employment.

20. DUTY TO COOPERATE

You, during and upon termination of your employment, agree to fully cooperate and assist the Company, on request and at the Company's sole expense, in providing truthful testimony or information with respect to all inquiries or investigations, claims and litigations, or any other matter pertaining to the Company.

Further, it is agreed by you that you will fully, unconditionally, and immediately cooperate and assist the Company, in respect of any matter whatsoever on which in the opinion of the Company your assistance is required.

21. CHANGES TO TERMS OF EMPLOYMENT

The Company reserves the right to make changes to any of your terms and conditions of employment in writing.

You will be given not less than one (1) month's written notice of any significant or material changes, which may be given by way of an individual notice. Such changes will be deemed to be accepted unless you notify the Company of any objection in writing within five (5) business days of receipt of the notice of the change.

22. NON-COMPETE/NON-SOLICITATION

Unless otherwise provided by the Company in writing, during your employment, you shall work exclusively for the Company and shall not engage in any other employment, trade, business, or profession or work as an employee or in any other capacity, directly or indirectly, for any other person.

For at least twelve (12) months after you cease to be our employee, you shall not solicit the employment of or induce any of the Company's employees to leave the Company's employment.

You shall not seek to obtain business, customers, or orders for products/services, of a kind dealt in, produced, marketed, or sold by the Company in its ordinary course of business or otherwise do business with any person, firm company, or organization which was a customer of the Company or its affiliates during the last twelve (12) months of your employment with the Company without the prior written consent of the Company, within one (1) year of the termination of your employment.

23. SPECIALIZED TRAINING

In the event, the Company provides any specialized training to you, either in India or abroad and undertakes expenditure for this purpose, you will be required to enter into a Training Agreement stating the minimum period you are required to work with the Company post training.

24. ACCEPTANCE

It is hereby understood and agreed by you and the Company that this Agreement shall come into effect on the date of your countersignature hereto; provided, however, that your employment with the Company shall be conditioned upon verification of your antecedents and testimonials as furnished/claimed by you to the Company during the interviewing or hiring process and the fulfilment of any other prerequisites specified in your original offer letter or in this Agreement or any annexure hereto, all prior to the date which you are scheduled to join the Company pursuant to the first paragraph of this Agreement.

You shall cooperate and assist the Company during the verification of your antecedents and further, a relaxation in the abovementioned date of joining your duties may be granted or required by the Company at its sole discretion.

If the terms and conditions of appointment enumerated in this appointment are acceptable to you, then please confirm your acceptance by signing this document, and return it to the Company within the deadlines set forth in Section 1 above, failing which the offer will stand withdrawn as your action shall be deemed to be refusal to accept the same.

25. CONDITIONS FOR CONTINUED EMPLOYMENT

It is acknowledged by you that as a condition of your continued employment, you will be required to comply in every respect with the Company's policies and procedures as may be in effect from time to time, including those contained in the Company's Employee Handbook, and the Confidential Agreement applicable to the Company, each of which may be changed by the Company at any time at its discretion without any requirement to obtain your consent or approval or to notify you of the same. The Employee Handbook, as may be modified from time to time and once issued, shall form an integral part of this Agreement and hence the contract between you and the Company.

26. RETIREMENT

Retirement age for local staff is fifty-eight (58) subject to legislated changes. Staff may also be retired before the age of fifty-eight (58) years.

27. MEDICAL FITNESS

Your employment is subject to your being medically fit.

28. PROPER LAW AND JURISDICTION AND DISPUTE RESOLUTION MECHANISM

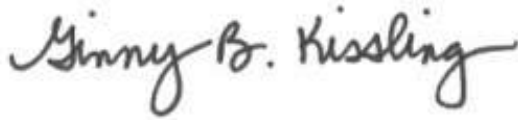
The terms and conditions of your employment will be governed by and constructed in accordance with the laws of India. The parties subject themselves to the exclusive jurisdiction of the courts in Hyderabad, Andhra Pradesh, India.

29. RESPONSIBILITY TO ABIDE BY CODE OF CONDUCT AND ANTI-CORRUPTION REGULATIONS

While performing duties for the Company, you will be responsible to abide by the company's Code of Conduct and all applicable national, state, local, and foreign laws, regulations and other legal requirements on anti-corruption, including but not limited to, the Prevention of Corruption Act, 1988; Prevention of Money Laundering Act, 2002; the U.S. Foreign Corrupt Practices Act; and the United

Kingdom Anti-Bribery Act of 2010 and such amendments to such laws and regulations and policies, orders, permits, licenses, and governmental approvals promulgated or issued thereunder. Any violation of the Code of Conduct and anti-corruption regulations shall be treated as misconduct, and the Company shall take appropriate action against you for such violations, including immediate termination of your employment.

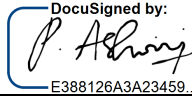
For **Ryan India Tax Services Private Limited**



Authorised Signatory

I hereby accept the terms and conditions set out above and acknowledge that this Employment Letter Agreement contains all terms and conditions of my employment with Ryan India Tax Services Private Limited, and that no other terms, conditions, or representations other than those within this Employment Letter Agreement form part of this Agreement. Furthermore, I affirm that I have not been asked by the Company nor does the Company want me to disclose any information available to me at my current place of employment that is not in the public domain.

Signed by Employee:



Date:

3/24/2023

ANNEXURE I

POSITION: Tax Associate, Property Tax Compliance

REPORTING TO: Rodney D'Souza (RC04013)

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Tax bill verification, payment administration.
- Refund processing, tracking and logging assessment notices and preparation of Property Tax Returns
- Uses reconciliation/quality control methods and reviews work of self and of peers
- Handles calls to Tax Jurisdictions and offshore/onshore staff.
- Complete tasks assigned by Management with a sense of urgency and confidentiality where needed.

ANNEXURE II

LIST OF DOCUMENTS TO BE SUBMITTED:

- Duly filed Employee Personal Profile, Reference, Health (Self) Declaration, Medical Insurance – Dependents Details Forms
- Date of Birth Proof (SSLC Marks Card or Birth Certificate)
- Copies of Degree Certificates
- Copy of Experience and Relieving Letter from last employer (if applicable)
- Identity Proof (copy of passport, Pan Card, Driving License)
- Permanent account number or proof of having applied for it
- Affidavit submitted by the employee stating that the documents furnished are true copies and the information therein is true to the best of his knowledge and no criminal proceedings are pending against him
- Form of Employee Acknowledgement

ANNEXURE III**REMUNERATION**

Component	Amount INR (per annum)
Basic Salary	₹160,000.00
Other Components/FBP	₹220,800.00
Provident Fund (12% Basic Salary) *Company Contribution	₹19,200.00
Total Fixed Pay (TFP) (Including basic salary, other components/FBP, and Provident Fund)	₹400,000.00
Target Variable Pay (5.0%)	₹20,000.00
Total Target Cash (TTC) (Including TFP and variable pay)	₹420,000.00
Shift Allowance	₹42,000.00
Grand Total TTC & Shift Allowance	₹462,000.00

Deductions: Tax deduction at source (TDS), Provident Fund contribution, Employee State Insurance (ESI) Contribution (if any), professional tax payment, etc.

Additionally, this offer includes a one-time home office benefit of INR41000 minus usual deductions. The amount will be paid in conjunction with a regular end-of-month payroll, no later than forty-five (45) days after your start date. Should you voluntarily end your employment with Ryan or should Ryan terminate your employment for breach of any Ryan policy or for performance reasons prior to the completion of twelve (12) consecutive months of active employment from your start date, you agree to repay the one-time home office benefit in full. You agree that Ryan may withhold and deduct such amounts from your pay or any other amounts due to you, including but not limited to expense reimbursements, unless otherwise prohibited by law. After twelve (12) months of active employment, repayment of your one-time home office benefit will be waived in its entirety. The foregoing home office benefit is subject to the terms and conditions established under any applicable Firm Policies and, as such, may be amended from time to time in the Firm's sole and absolute discretion, and, if applicable subject to approval by the CEO.

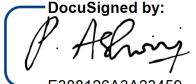
Note:

- (1) For claiming tax benefits by the employee, documentary evidence may be asked by the employer/authority.
- (2) Any other employment benefits, such as provident fund, gratuity, etc., shall be per applicable law and Company policy.

I hereby accept the terms and conditions set out above and acknowledge that this Employment Letter Agreement contains all terms and conditions of my employment with Ryan India Tax Services Private Limited, and that no other terms, conditions, or representations other than those within this Employment Letter Agreement form part of this Agreement. Furthermore, I affirm that I have not been asked by the Company nor does the Company want me to disclose any information available to me at my current place of employment that is not in the public domain.

3/24/2023

Date

DocuSigned by:

E388126A3A23459...

Signature of Employee

Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA <pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in <pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>;DONTA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>
 Date: Thu, Oct 13, 2022 at 5:00 PM
 Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews
 To: Placements HEAD <placements@cbit.ac.in>, SMS HEAD <hod_sms@cbit.ac.in>

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>
Date: 13 October 2022 at 3:07:14 PM IST
To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in" <damanjeet_sms@cbit.ac.in>
Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>
Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.



Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that enclosed list has students who qualified the Assessment Test and will be scheduled for personal Interview.

We will be conducting the Personal Interviews on 12th Oct 10.30am at campus, Kindly confirm on the same .

Request you to share the resumes of these 50 shortlisted candidates.

Regards

Vijay

BERKADIA

Vijay Chityala

ASSISTANT VICE PRESIDENT



9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy

Hyderabad, TS 500019

O [+91 \(40\) 67170203](tel:+914067170203) | **M** [+91 \(773\) 0860888](tel:+917730860888) | vijay.chityala@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

[Let us find your next investment! Visit our property acquisition portal and update your acquisition criteria today.](#)

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587

Fwd: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

From: Placements HEAD placements@cbit.ac.in

To: Principal CBIT principal@cbit.ac.in, director_cdc@cbit.ac.in , Anne Violet CBIT-HR hr@cbit.ac.in, hod_sms@cbit.ac.in, hod_sms@hod_sms@cbit.ac.in, damanjeet_sms@cbit.ac.in, damanjeet_sms@damanjeet_sms@cbit.ac.in, fpc_mba@cbit.ac.in

Cc: C SHALINI pgs21008_mba.shalini@cbit.org.in, GADWAL METI GIRI CHANDRA PRASAD pgs21050_mba.prasad@cbit.org.in, KAMARTHI LASYA pgs21075_mba.lasya@cbit.org.in, RATNAPURI PREETHI pgs21087_mba.preethi@cbit.org.in, VANAM SATHWIK pgs21128_mba.sathwik@cbit.org.in, VAIDYA DIVIJA pgs21090_mba.vaidya@cbit.org.in, NEELE SNEHALATHA pgs21029_mba.snehalatha@cbit.org.in, DONTHA PREETHI CHANDANA pgs21009_mba.preethi@cbit.org.in, BHOJANAPU VENKATA CHANDAN pgs21045_mba.venkata@cbit.org.in

Date: Fri, 28 Oct 2022, 10:02 AM

Deloitte Tax_Chaitanya Bharti Institute of Technology, Hyderabad_27Oct_9Offers_Confirmation of Verbal Offers.xlsx 12 KB
Deloitte US_EAG_List of selected candidates_CBIT.xlsx 13 KB

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

From: **Rodrigues, Irmentrude** <irrodrigues@deloitte.com>

Date: Thu, Oct 27, 2022 at 8:39 PM

Subject: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

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

Cc: Kumar, Mankali Nishanth <mankkumar@deloitte.com>, Pani, Ritwik <rpani@deloitte.com>, Bhatia, Karan Jeet Singh <karanbhatia@deloitte.com>, Saini, Samanata <samsaini@deloitte.com>, Nagpal, Sonia <sonnagpal@deloitte.com>, Bhadoriya, Apoorva <abhadoriya@deloitte.com>, Sharma, Akshita <akshitasharma2@deloitte.com>, Karthikeyan, Arvinth <akarthikeyan@deloitte.com>, Chawla, Rishika <rishchawla@deloitte.com>

Deloitte US-India offices | October 27, 2022



List of selected candidates

Dear team,

Thank you for participating in Deloitte's Campus Recruitment process for 2022. On behalf of Deloitte, we would like to thank you for all your support and collaboration.

As a follow-up to the **Eleven (Tax-9, Enabling Areas & Global-**

2) offers communicated verbally, we have attached the complete list of students selected from your institution.

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

We look forward to receiving these details from you.

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

Best regards,

Campus team



[Deloitte.com](#) | [Unsubscribe](#) | [Manage email preferences](#) | [Legal](#) | [Privacy](#)

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 © 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

--

With Best Regards,

Dr. NLN REDDY,

Advisor - Career Development Centre (A)

Chaitanya Bharathi Institute of Technology

8466997218

9849466587



Sl No	First Name	Last Name	Candidate Email
1	Shravya	K	Kshravya00@gmail.com
2	NEELI	SNEHA	neelisneha123@gmail.com
3	Gayatri	Swathi	gnvgs1999@gmail.com
4	Vishnu Vardhan	Katikala	9493943626v@gmail.com
5	Mohammad	Yakoobee	ybs.mdyakoobee@gmail.com
6	Alekhya	Gunukula	alekhyagunuku@gmail.com
7	D.	Reddy	dharurpravalikareddy@gmail.com
8	Swetha Bhavani	Madigela	swethamadigela15@gmail.com
9	Sai	Surekha	saisurekha.santhosh@gmail.com

Open Office





Deloitte US_EAG_List of selected candidates_CBIT
XLSX - 13 KB



Name	Email id	Profile
Preethi Chandana D	preethi.chandana9@gmail.com	Analyst - RBP
Shalini Chintala	shalinichintala12147@gmail.com	Analyst - RBP

Open Office





Date of Joining: **May 5, 2023**
 Joining Location: **Hyderabad**
 Designation: **Associate Analyst I**

Dear **Sowmya Salapaka**,

A very warm welcome to you!

Berkadia's slogan is 'Be Berkadia', and we live it each day at work. We hope that it resonates with you too, as we set out to achieve our goals - both individually as well as a team-together.

To give you an idea, this is how your first day will progress...

1	Reporting at 11:00 AM
2	Verification/Filling/ Submission of Background Verification Form
3	Receipt of Employee Handbook and visitor-cum-bus pass
4	Filling up of master form
5	Lunch break
6	Submission of signed documents
7	Receipt of appointment letter
8	Bank account opening
9	Team introduction

We wish you all the very best.

Regards,

Team HR

Kindly note:

- Please dress in business formals
- Please carry this welcome letter on your Date of Joining**
- If you are driving to office on the first day, please ensure you are there by 10:45AM.

The information contained in this message is proprietary and confidential. Copyright © 2015. All rights reserved by Berkadia.

PRIVATE AND CONFIDENTIAL

Berkadia Services India Private Limited



EMPLOYMENT OFFER LETTER

October 26, 2022

Dear **Sowmya Salapaka**,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Berkadia India Private Limited ('**Berkadia**' or '**Company**') starting from **May 5, 2023**, (or such other date as may be communicated to you by the Company), as per details given below.

A). Your current designation will be **Associate Analyst I**.

B). You will be required to work at the Company's offices in Hyderabad

C). Your all-inclusive annual target compensation (on a cost to company basis) will be **(454,000, Four Lakh Fifty Four Thousand Only)**

which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis. The Company shall deduct tax at source at the time of making payment.

Please note that this offer is made on consideration of your skills, qualifications and salary details contained in the particulars furnished by you in your resume \testimonials\ current-previous employment details etc. the company conducts background verification and in case the furnished particulars are found to be incorrect or if it is found that any material fact related to your skills, qualifications and personal capacities has been concealed by you, the company shall have the right to terminate your appointment without any notice or compensation or this offer remains null and void.

1. Company's contribution to PF is @12% and is calculated on the sum of Basic Salary,
2. The salary\allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income tax Laws.
3. As per the company policy, you will be covered under a company provided Medical Insurance.
4. Performance bonus will be payable annually subject to the company's and your performance.
5. The details about your targets will be decided between you and your Team Lead on your joining the company.
6. Meal Allowance vouchers worth Rs.2500 are paid every month for no. of days you work at office.

The breakup of your all-inclusive annual target compensation is provided in Annex-1.

Best Regards,
For **Berkadia Services Pvt. Ltd.**

Debashish Ghosh

Vice President- Human Resources

PRIVATE AND CONFIDENTIAL

Berkadia Services India Private Limited

Page 2



Annexure – 1

Salary Structure	
Total CTC	454,000
Fixed CTC	400,000
Part A Fixed	
Basic Salary	140,000
HRA	70,000
Special Allowance	168,400
Vehicle and Maintenance	0
LTA	0
Employer PF	21,600
Total Part A	400,000
Part B Variable	
Meal Voucher	30,000
Shift Allowance	0
Total Part B	30,000
Part C Performance Related Components	
Process Allowance	0
Performance Pay	24,000
Total Part C	24,000
Total Gross Part A, Part B & Part C	454,000
Statutory Deductions	
PF Per Annum	21,600
PT Per Annum	2,400
TDS	As Applicable

Internet Allowance Per Annum - Rs-15600/-

You are eligible for an Internet reimbursement of Rs.1300/- Monthly. You will be required to submit all the reimbursement invoices during our annual Investment Proof submission period for tax exemption. If not, this payout would be taxed.



Monetary Benefits


- A. **Performance Pay:** All employees who have joined before the August 31st of the review year will be eligible for the Performance Pay. This pay out purely based on the performance of the employees and at the discretion of the Management. This is a variable pay. The pay may vary from INR 0 to the maximum mentioned in the Performance Pay.
- B. **Process Allowance:** This policy is to enhance motivation levels of employees to work in high complex areas/processes. Employees in AA1 & AA2 capacity, Employees in Probation period, Employees who are not on the rolls of the Company during Disbursement are not eligible for Process Allowance (PA). Employees in the capacity of A1, A2, SA1, and SA2 will be eligible for the Process Allowance. PA is paid on Quarterly basis and as below:
- i. Level 4 processes will be paid an allowance of INR 7000 /month
 - ii. Level 3 processes will be paid an allowance of INR 5000 /month
 - iii. Level 2 processes will be paid an allowance of INR 3000 /month
 - iv. Please follow the Process Allowance Policy for further guidelines
- C. **Shift allowance Benefit:** This benefit is applicable for all employees working in Split, Night & Sunrise shifts. This is provided to boost the morale of the employees to work in Split, Night & Sunrise shifts. This is paid based on the no. of days the employees worked in the Split, Night & Sunrise shifts. (No. of days worked in Shift * Allowance per month/No. of days in the month).
- D. **Meal Voucher:** Meal Vouchers enable employers to benefit employees by providing Meal benefits uniformly. The company provides you with Sodexo Vouchers to the value of INR.2500 per month. This is in accordance with your Attendance. Employees on LOP and Maternity Leave will not be eligible for the benefit.
- E. **Over Time:** All employees are expected to work such hours as may reasonably be expected in the requirements of their position. Overtime is payable to employees without people management duties for additional hours worked in excess of 40 hours per week as per statutory rule.

Over and above the monetary benefits, company provides other allowances\benefits. The list is as follows:



Non-Monetary Benefits

- F. **Annual Health Checkup**: This benefit is applicable to all employees after completion of one year at Berkadia. Under this policy employee is entitled to get a voucher maximum of INR1500/- for health screening tests at ITMR, Lucid Diagnostic Center. Employees can avail this benefit once in a year only.
- G. **Corporate Eye Screening Program**: This benefit is applicable to all employees after completion of probation period. The Company's Corporate Eye Screening Program (CESP) is designed to assist employees in taking care of their eyes and eyesight. Employees will benefit from an eyesight test free of charge on an annual basis and the company will contribute INR 4,000 once in two years towards the cost of spectacles (frames + hard multi coated lenses) where the Optician recommends spectacles or corrective lenses for VDU use only. The Company will not contribute towards the cost of spectacles where they are required for general use.
- H. **Mediclaim Policy**: This benefit is applicable for all the employees of Berkadia India Services. The sum insured is INR 500000. Coverage includes employee, spouse, children and parents from first day of employment.
- I. **Life Insurance Benefit**: This benefit is applicable for all the employees of Berkadia India Services. The compensation payable to the nominees of the deceased employee is three times of fixed CTC.
- J. **Personal Accident Policy Benefit**: This policy covers permanent total disablement, permanent partial disablement, temporary total disablement and loss of wages due to or arising out of accident. The compensation is 3 times of CTC in case of permanent disablement. The loss of wages will be paid on 1/4th of monthly wages per week basis. Accidental medical expenses can be covered up to INR 25000/-.

DocuSigned by:

BC71CC6674A149D...

11/5/2022 | 7:40:12 AM EDT

Sowmya Salapaka

Date:

Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet
CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA
PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA
<pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM
SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA
<pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in
<pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA
<pgs21029_mba.snehalatha@cbit.org.in>;DONTA PREETHI CHANDANA
<pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN
<pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in
<damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>

Date: Thu, Oct 13, 2022 at 5:00 PM

Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews

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

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>

Date: 13 October 2022 at 3:07:14 PM IST

To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in"
<damanjeet_sms@cbit.ac.in>

Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.



Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that enclosed list has students who qualified the Assessment Test and will be scheduled for personal Interview.

We will be conducting the Personal Interviews on 12th Oct 10.30am at campus, Kindly confirm on the same .

Request you to share the resumes of these 50 shortlisted candidates.

Regards

Vijay

BERKADIA

Vijay Chityala

ASSISTANT VICE PRESIDENT



9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy

Hyderabad, TS 500019

O [+91 \(40\) 67170203](tel:+914067170203) | **M** [+91 \(773\) 0860888](tel:+917730860888) | vijay.chityala@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

[Let us find your next investment! Visit our property acquisition portal and update your acquisition criteria today.](#)

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587

Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA <pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in <pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>;DONTA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>

Date: Thu, Oct 13, 2022 at 5:00 PM

Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews

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

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>

Date: 13 October 2022 at 3:07:14 PM IST

To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in" <damanjeet_sms@cbit.ac.in>

Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.



Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that enclosed list has students who qualified the Assessment Test and will be scheduled for personal Interview.

We will be conducting the Personal Interviews on 12th Oct 10.30am at campus, Kindly confirm on the same .

Request you to share the resumes of these 50 shortlisted candidates.

Regards

Vijay

BERKADIA

Vijay Chityala

ASSISTANT VICE PRESIDENT



9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy

Hyderabad, TS 500019

O [+91 \(40\) 67170203](tel:+914067170203) | **M** [+91 \(773\) 0860888](tel:+917730860888) | vijay.chityala@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

[Let us find your next investment! Visit our property acquisition portal and update your acquisition criteria today.](#)

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587

Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA <pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in <pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>;DONTA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>

Date: Thu, Oct 13, 2022 at 5:00 PM

Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews

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

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>

Date: 13 October 2022 at 3:07:14 PM IST

To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in" <damanjeet_sms@cbit.ac.in>

Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.



Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com
Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that enclosed list has students who qualified the Assessment Test and will be scheduled for personal Interview.

We will be conducting the Personal Interviews on 12th Oct 10.30am at campus, Kindly confirm on the same .

Request you to share the resumes of these 50 shortlisted candidates.

Regards

Vijay

BERKADIA

Vijay Chityala

ASSISTANT VICE PRESIDENT



9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy

Hyderabad, TS 500019

O [+91 \(40\) 67170203](tel:+914067170203) | **M** [+91 \(773\) 0860888](tel:+917730860888) | vijay.chityala@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

[Let us find your next investment! Visit our property acquisition portal and update your acquisition criteria today.](#)

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587



Three Galleria Tower
13155 Noel Road
Suite 100
Dallas, TX 75240-5090
Tel. 972.934.0022
Fax 972.960.0613

PRIVATE AND CONFIDENTIAL

www.ryan.com

20/03/2023

Vunnam Sai Gopika Sanjana
S V Residency Flat No : 502, Reddy Garden Street, Sagar Ring Road, LB Nagar
Hyderabad 500079

Re: Employment with Ryan India Tax Services Private Limited

Dear Sanjana,

In accordance with our recent discussions, this letter (hereinafter referred to as the "**Employment Letter Agreement**" or "**Agreement**") will confirm that the following shall be the terms and conditions of your employment with Ryan India Tax Services Private Limited (hereinafter referred to as the "**Company**"). We are confident you will find Ryan a unique and rewarding place to work; Ryan India has been recently certified as a Great Place To Work by the Great Place To Work Institute.

1. POSITION

You are appointed as **Tax Associate, Property Tax Commercial** of the Company and are required to join by the start date of **05/04/2023** by countersigning this Agreement within seven (7) days from the date of this Agreement as set forth above. As such, you shall perform the duties set forth in Annexure I.

2. INFORMATION PROVIDED BY YOU, REFERENCE CHECKS, BACKGROUND CHECKS

- a) The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, etc.) or at any time thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.
- b) The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of such checks, including by way of engaging third-party agencies to conduct such checks, and (ii) you consent to your personal details being used for conducting such background checks (including providing them to the third-party agencies solely for this purpose).
- c) The commencement or continuation of your employment with the Company is contingent upon a background check and check of references satisfactory to the Company. Further, the Company shall have the right, and you hereby consent to such monitoring of your performance and your activities during the period of employment with the Company as the Company deems fit.
- d) You shall submit to the Ryan Human Resources team a pre-approved document list as detailed in Annexure II to this Agreement and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

3. PROBATION/CONFIRMATION

You will be on probation for a period of six (6) months from the date of joining. The period of probation is subject to extension at the discretion of the management of the Company, by another period of six (6) months. Confirmation of employment following the probation period will not be construed to have taken place unless and until you are informed in writing by the Company to that effect.

During the period of probation, your services may be terminated by the Company for any reason or no reason, by giving notice of one (1) month without assigning any reason thereof. Similarly, during the period of probation, you may terminate the contract by giving one (1) month advance written notice to the Company. However, the formalities of submitting a proper letter of resignation and obtaining a no-dues certificate from all concerned shall have to be complied with.

4. REMUNERATION AND BENEFITS

Your total remuneration will be as set out in the attached Annexure III and will be payable on the 25th day of the next English calendar month for the previous month. All payments made to you will be subject to deductions required by law, including deductions in respect of tax and such other deductions and/or contributions as shall be required to be made pursuant to the applicable laws and policies and procedures of the Company. Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee ("Statutory Payments"). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

You will also be eligible to receive benefits based on benefits programs made available by the Company.

5. LOCATION

You will be based initially at the Company's Hyderabad office or such other place where there are offices or facilities of the Company or its clients. You may, however, be required to work at such other locations in India and/or abroad as the Company may from time to time desire. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may exist or come into existence.

You may be required to work overseas for any such period as may be deemed necessary by the Company. The Company does not guarantee the continuation of any perquisite at the new location.

6. ASSIGNMENT OF DUTIES

Subject to your qualifications and background, the Company reserves the right to assign any suitable position to you in the interest of business of the Company, during the course of your employment. It is hereby understood and agreed by you that you will not refuse the above mentioned assignment on any ground and that you will not be entitled to any additional compensation for effectively carrying out the duties.

7. HOURS OF WORK

You will be normally required to work five (5) days in a week. Further, you will work for nine (9) hours in a day, including one (1) hour for rest/lunch; however, these hours and/ or days may vary depending on the operational requirements of each department of the Company. The Company reserves the right to call you for work on an off day. Any variations on working patterns are at the discretion of the Company. In case of continuous delay or habitual absence in reporting for duty on time, the Company is entitled to take disciplinary action against you, including, but not limited to, termination of your service.

8. TRAVEL

You may be required to travel within or outside India with regard to the Company's business requirements. The mode and class of travel and any associated expenses, including accommodation, outside of the company's approved expense policy must be approved in writing by the Company before the travel is undertaken.

9. REIMBURSEMENT OF EXPENSES

You shall be reimbursed for all reasonable expenses incurred in the performance of your duties by the Company, pursuant to the Company's internal expense policies, provided you submit all the appropriate and adequate supporting documents of such expenses to the Company, including the vouchers for the expenses incurred, and the same has been approved by the Company. The Company always reserves the right to ask you for any additional information or documents, and to fill and sign any form or document, with regard to the reimbursements.

10. LEAVE ENTITLEMENT

You will be entitled to accrue thirty-nine (39) days of Annual Leave per year, which is accrued on a monthly basis. This entitlement will comprise Privilege Leave, Casual Leave, and Sick Leave, though the same will not be tracked individually for administrative convenience. Accruals will be calculated on a pro-rata basis during the first calendar year of employment.

Up to fifteen (15) days of unutilized Leave can be encashed each year. Carry forward is subject to a maximum accumulation of sixty (60) days in a given year.

If you leave the Company, whether due to termination by the Company or your resignation from employment, you will be entitled to payment in respect of accumulated Annual Leave along with the Annual Leave that has been accrued on a pro rata basis in proportion to the duration of the service in the English calendar year in which your employment expires.

11. PUBLIC HOLIDAYS

You are also entitled to ten (10) days holiday in a calendar year, which includes national and other festive holidays to be declared in advance in accordance with the relevant government notification.

12. NOTICE PERIOD FOR RESIGNATION

After confirmation pursuant to Section 2 above, you may terminate your employment with the Company by giving two (2) month written notice or payment/forfeiture of salary in lieu thereof. The Company, however, reserves the right to waive off the condition regarding notice period as above, and accept your resignation immediately on receipt, or from any date within the notice period, without any compensation whatsoever.

13. TERMINATION OF EMPLOYMENT

Without limiting clause 3, the Company may at any time terminate your employment:

- a) Without cause by giving you prior written notice of at least two (2) months ("Notice Period") or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period. Payslip total means the total gross monthly salary as shown on your latest salary slip provided by the Company to you (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus, and any reimbursements.
- b) Forthwith if you are proved guilty of any gross or permanent default or misconduct in connection with or affecting the business of the Company or any group company, or in the event of any serious or persistent breach or non-observance by you of any of your terms and conditions of employment, or if in the opinion of the Company, you have conducted any willful misconduct or acted in any manner which is prejudicial or detrimental to the best interests of the Company.
- c) With immediate effect by a written notice to you if, the Company discovers that any information or document submitted by you is fraudulent, materially false or incorrect, or the Company following the conduct of background or reference checks referred to in clause 2 or otherwise receives information or becomes aware of information concerning you which the Company, acting reasonably, considers to be materially detrimental to its interest should your employment continue.
- d) By written notice, where in the event your appointment is made subject to you passing your educational qualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company.
- e) With immediate effect if you are absent from work for a period of eight (8) working days without the written approval of your reporting manager (including where you overstay your leave/training).
- f) With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds two (2) months in any calendar year.

14. MISCONDUCT/BREACH

The Company may at any time suspend you from the performance of your duties or exclude you from the premises of the Company during any period of notice given by you or the Company or in circumstances in which it reasonably believes you to be guilty of misconduct or in breach of your terms and conditions

of employment, in order that the circumstances giving rise to that belief may be investigated. During the period of suspension, you will be paid one-half of the salary that would otherwise have been due for the first six (6) months and at seventy-five percent (75%) beyond six (6) months during the period of suspension. The total period of suspension shall not however exceed one (1) year in any case. If the misconduct is not established or the total period of suspension exceeds one (1) year, the employee shall be entitled to full wages during suspension period, and the period of suspension shall be treated as on duty. For the avoidance of doubt, there is no obligation on the Company to provide you with any work during any period of notice, and you will not be entitled to work on your own account or on account of any other person, term, or company or contact any of the Company's clients or suppliers during that period. Investigation/enquiry into alleged misconduct will be as per the Employee Handbook, Code of Conduct.

15. REPRESENTING THE COMPANY

You are not permitted to represent yourself as an authorized agent of the Company except in the course of the proper performance of your duties, if you are expressly authorized to do so in your relevant position as advised to you by the Company. When your employment ceases, you must not hold yourself out in any business context as being an employee or representative of, or otherwise connected to the Company. Should there be any misrepresentation, intention to deceive in this respect, or any attempt to interfere in this way in the existing business relations between the Company, including, but not limited to, its customers, agents, and suppliers, the Company may take proceedings against you to prevent any recurrence and to recover any losses incurred as a result.

16. INTELLECTUAL PROPERTY

The Company will own and be entitled to the benefit of all intellectual property, including, but not limited to, copyright (as well as moral rights), in all material made/ discovered/enhanced by you in pursuance of the terms of your employment by the Company.

17. CONFIDENTIALITY

You shall keep confidential at any time during or after your employment, any information (including proprietary or confidential information) about the business and affairs of, or belonging to, the Company or any affiliate of the Company or their respective customers or suppliers, including information which, though technically not trade secrets, the dissemination or knowledge whereof might prove prejudicial to the Company or its affiliated companies. You may be asked to sign a confidentiality agreement with the Company in this regard.

18. DATA PROTECTION

By signing this Agreement, you acknowledge and agree that the Company is permitted to hold personal information about you as part of its personnel and other business records and may use such information in the course of the Company's business. You acknowledge and agree that such information may be transferred between the Ryan group of companies, including transfers outside of India, in connection with the group's recordkeeping and business procedures and activities. You further agree that the Company may disclose such information to third parties in the event that such disclosure is, in the Company's view, required for the proper conduct of the Company's business or that of any associated company. This clause applies to information held, used, or disclosed in any medium.

19. COMPANY AND CLIENT PROPERTY

All equipment (including computer equipment), notes, memoranda, records, literature, publications, type

set, lists of customers, suppliers and employees, correspondence, computer and other discs or tapes, data listings, codes, keys and passwords, designs, drawings, and other documents or material whatsoever (whether made or created by you or otherwise and in whatever medium or format) relating to the business of the Company or any of its affiliates or any of its or their clients (and any copies of the same) shall be and remain the property of the Company, or the relevant affiliate or client, and shall be handed over by you to the Company on demand and in any event on the termination of your employment.

20. DUTY TO COOPERATE

You, during and upon termination of your employment, agree to fully cooperate and assist the Company, on request and at the Company's sole expense, in providing truthful testimony or information with respect to all inquiries or investigations, claims and litigations, or any other matter pertaining to the Company.

Further, it is agreed by you that you will fully, unconditionally, and immediately cooperate and assist the Company, in respect of any matter whatsoever on which in the opinion of the Company your assistance is required.

21. CHANGES TO TERMS OF EMPLOYMENT

The Company reserves the right to make changes to any of your terms and conditions of employment in writing.

You will be given not less than one (1) month's written notice of any significant or material changes, which may be given by way of an individual notice. Such changes will be deemed to be accepted unless you notify the Company of any objection in writing within five (5) business days of receipt of the notice of the change.

22. NON-COMPETE/NON-SOLICITATION

Unless otherwise provided by the Company in writing, during your employment, you shall work exclusively for the Company and shall not engage in any other employment, trade, business, or profession or work as an employee or in any other capacity, directly or indirectly, for any other person.

For at least twelve (12) months after you cease to be our employee, you shall not solicit the employment of or induce any of the Company's employees to leave the Company's employment.

You shall not seek to obtain business, customers, or orders for products/services, of a kind dealt in, produced, marketed, or sold by the Company in its ordinary course of business or otherwise do business with any person, firm company, or organization which was a customer of the Company or its affiliates during the last twelve (12) months of your employment with the Company without the prior written consent of the Company, within one (1) year of the termination of your employment.

23. SPECIALIZED TRAINING

In the event, the Company provides any specialized training to you, either in India or abroad and undertakes expenditure for this purpose, you will be required to enter into a Training Agreement stating the minimum period you are required to work with the Company post training.

24. ACCEPTANCE

It is hereby understood and agreed by you and the Company that this Agreement shall come into effect on the date of your countersignature hereto; provided, however, that your employment with the Company shall be conditioned upon verification of your antecedents and testimonials as furnished/claimed by you to the Company during the interviewing or hiring process and the fulfilment of any other prerequisites specified in your original offer letter or in this Agreement or any annexure hereto, all prior to the date which you are scheduled to join the Company pursuant to the first paragraph of this Agreement.

You shall cooperate and assist the Company during the verification of your antecedents and further, a relaxation in the abovementioned date of joining your duties may be granted or required by the Company at its sole discretion.

If the terms and conditions of appointment enumerated in this appointment are acceptable to you, then please confirm your acceptance by signing this document, and return it to the Company within the deadlines set forth in Section 1 above, failing which the offer will stand withdrawn as your action shall be deemed to be refusal to accept the same.

25. CONDITIONS FOR CONTINUED EMPLOYMENT

It is acknowledged by you that as a condition of your continued employment, you will be required to comply in every respect with the Company's policies and procedures as may be in effect from time to time, including those contained in the Company's Employee Handbook, and the Confidential Agreement applicable to the Company, each of which may be changed by the Company at any time at its discretion without any requirement to obtain your consent or approval or to notify you of the same. The Employee Handbook, as may be modified from time to time and once issued, shall form an integral part of this Agreement and hence the contract between you and the Company.

26. RETIREMENT

Retirement age for local staff is fifty-eight (58) subject to legislated changes. Staff may also be retired before the age of fifty-eight (58) years.

27. MEDICAL FITNESS

Your employment is subject to your being medically fit.

28. PROPER LAW AND JURISDICTION AND DISPUTE RESOLUTION MECHANISM

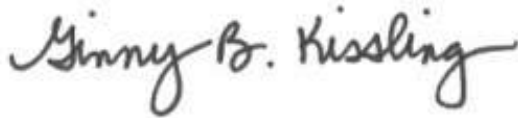
The terms and conditions of your employment will be governed by and constructed in accordance with the laws of India. The parties subject themselves to the exclusive jurisdiction of the courts in Hyderabad, Andhra Pradesh, India.

29. RESPONSIBILITY TO ABIDE BY CODE OF CONDUCT AND ANTI-CORRUPTION REGULATIONS

While performing duties for the Company, you will be responsible to abide by the company's Code of Conduct and all applicable national, state, local, and foreign laws, regulations and other legal requirements on anti-corruption, including but not limited to, the Prevention of Corruption Act, 1988; Prevention of Money Laundering Act, 2002; the U.S. Foreign Corrupt Practices Act; and the United

Kingdom Anti-Bribery Act of 2010 and such amendments to such laws and regulations and policies, orders, permits, licenses, and governmental approvals promulgated or issued thereunder. Any violation of the Code of Conduct and anti-corruption regulations shall be treated as misconduct, and the Company shall take appropriate action against you for such violations, including immediate termination of your employment.

For **Ryan India Tax Services Private Limited**



Authorised Signatory

I hereby accept the terms and conditions set out above and acknowledge that this Employment Letter Agreement contains all terms and conditions of my employment with Ryan India Tax Services Private Limited, and that no other terms, conditions, or representations other than those within this Employment Letter Agreement form part of this Agreement. Furthermore, I affirm that I have not been asked by the Company nor does the Company want me to disclose any information available to me at my current place of employment that is not in the public domain.

Signed by Employee: _____

Date: _____

ANNEXURE I

POSITION: Tax Associate, Property Tax Commercial

REPORTING TO: Ishika Vijaywargi (RC04811)

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Tax bill verification, payment administration.
- Refund processing, tracking and logging assessment notices and preparation of Property Tax Returns
- Uses reconciliation/quality control methods and reviews work of self and of peers
- Handles calls to Tax Jurisdictions and offshore/onshore staff.
- Complete tasks assigned by Management with a sense of urgency and confidentiality where needed.

ANNEXURE II

LIST OF DOCUMENTS TO BE SUBMITTED:

- Duly filed Employee Personal Profile, Reference, Health (Self) Declaration, Medical Insurance – Dependents Details Forms
- Date of Birth Proof (SSLC Marks Card or Birth Certificate)
- Copies of Degree Certificates
- Copy of Experience and Relieving Letter from last employer (if applicable)
- Identity Proof (copy of passport, Pan Card, Driving License)
- Permanent account number or proof of having applied for it
- Affidavit submitted by the employee stating that the documents furnished are true copies and the information therein is true to the best of his knowledge and no criminal proceedings are pending against him
- Form of Employee Acknowledgement

ANNEXURE III

REMUNERATION

Component	Amount INR (per annum)
Basic Salary	₹160,000.00
Other Components/FBP	₹220,800.00
Provident Fund (12% Basic Salary) *Company Contribution	₹19,200.00
Total Fixed Pay (TFP) (Including basic salary, other components/FBP, and Provident Fund)	₹400,000.00
Target Variable Pay (5.0%)	₹20,000.00
Total Target Cash (TTC) (Including TFP and variable pay)	₹420,000.00
Shift Allowance	₹42,000.00
Grand Total TTC & Shift Allowance	₹462,000.00

Deductions: Tax deduction at source (TDS), Provident Fund contribution, Employee State Insurance (ESI) Contribution (if any), professional tax payment, etc.

Additionally, this offer includes a one-time home office benefit of INR41000 minus usual deductions. The amount will be paid in conjunction with a regular end-of-month payroll, no later than forty-five (45) days after your start date. Should you voluntarily end your employment with Ryan or should Ryan terminate your employment for breach of any Ryan policy or for performance reasons prior to the completion of twelve (12) consecutive months of active employment from your start date, you agree to repay the one-time home office benefit in full. You agree that Ryan may withhold and deduct such amounts from your pay or any other amounts due to you, including but not limited to expense reimbursements, unless otherwise prohibited by law. After twelve (12) months of active employment, repayment of your one-time home office benefit will be waived in its entirety. The foregoing home office benefit is subject to the terms and conditions established under any applicable Firm Policies and, as such, may be amended from time to time in the Firm's sole and absolute discretion, and, if applicable subject to approval by the CEO.

Note:

- (1) For claiming tax benefits by the employee, documentary evidence may be asked by the employer/authority.
- (2) Any other employment benefits, such as provident fund, gratuity, etc., shall be per applicable law and Company policy.

I hereby accept the terms and conditions set out above and acknowledge that this Employment Letter Agreement contains all terms and conditions of my employment with Ryan India Tax Services Private Limited, and that no other terms, conditions, or representations other than those within this Employment Letter Agreement form part of this Agreement. Furthermore, I affirm that I have not been asked by the Company nor does the Company want me to disclose any information available to me at my current place of employment that is not in the public domain.

Date

Signature of Employee



Gupta, Harshita

BHOJANAPU VENKATA CHANDAN, + 12

17 Nov



Hi Venkata,

I am pleased to inform you that below students have cleared all the rounds of interview and are selected to join Franklin Templeton in 2023.

Congratulations to all the students for this achievement

1. Ratnapuri Preethi
2. S. Payal
3. K. Nilaya
4. Khonde Akshay
5. Y.sai meghana
6. Pallavi Tiwari
7. VADLA BHARATH KUMAR
8. K.Tejasree
9. Ruchitha Mudike
10. Nikitha Adavelli
11. Harshitha Konaparaju

Regards,

Harshita Gupta

Global Talent Acquisition

Franklin Templeton



Three Galleria Tower
13155 Noel Road
Suite 100
Dallas, TX 75240-5090
Tel. 972.934.0022
Fax 972.960.0613

PRIVATE AND CONFIDENTIAL

www.ryan.com

14/03/2023

Richitha Yerram
Grace reddy Hostel, Mehthipatnam
Hyderabad 500028

Re: Employment with Ryan India Tax Services Private Limited

Dear Richitha,

In accordance with our recent discussions, this letter (hereinafter referred to as the "**Employment Letter Agreement**" or "**Agreement**") will confirm that the following shall be the terms and conditions of your employment with Ryan India Tax Services Private Limited (hereinafter referred to as the "**Company**"). We are confident you will find Ryan a unique and rewarding place to work; Ryan India has been recently certified as a Great Place To Work by the Great Place To Work Institute.

1. POSITION

You are appointed as **Tax Associate, Property Tax Compliance** of the Company and are required to join by the start date of **29/03/2023** by countersigning this Agreement within seven (7) days from the date of this Agreement as set forth above. As such, you shall perform the duties set forth in Annexure I.

2. INFORMATION PROVIDED BY YOU, REFERENCE CHECKS, BACKGROUND CHECKS

- a) The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, etc.) or at any time thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.
- b) The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of such checks, including by way of engaging third-party agencies to conduct such checks, and (ii) you consent to your personal details being used for conducting such background checks (including providing them to the third-party agencies solely for this purpose).
- c) The commencement or continuation of your employment with the Company is contingent upon a background check and check of references satisfactory to the Company. Further, the Company shall have the right, and you hereby consent to such monitoring of your performance and your activities during the period of employment with the Company as the Company deems fit.
- d) You shall submit to the Ryan Human Resources team a pre-approved document list as detailed in Annexure II to this Agreement and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

3. PROBATION/CONFIRMATION

You will be on probation for a period of six (6) months from the date of joining. The period of probation is subject to extension at the discretion of the management of the Company, by another period of six (6) months. Confirmation of employment following the probation period will not be construed to have taken place unless and until you are informed in writing by the Company to that effect.

During the period of probation, your services may be terminated by the Company for any reason or no reason, by giving notice of one (1) month without assigning any reason thereof. Similarly, during the period of probation, you may terminate the contract by giving one (1) month advance written notice to the Company. However, the formalities of submitting a proper letter of resignation and obtaining a no-dues certificate from all concerned shall have to be complied with.

4. REMUNERATION AND BENEFITS

Your total remuneration will be as set out in the attached Annexure III and will be payable on the 25th day of the next English calendar month for the previous month. All payments made to you will be subject to deductions required by law, including deductions in respect of tax and such other deductions and/or contributions as shall be required to be made pursuant to the applicable laws and policies and procedures of the Company. Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee ("Statutory Payments"). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

You will also be eligible to receive benefits based on benefits programs made available by the Company.

5. LOCATION

You will be based initially at the Company's Hyderabad office or such other place where there are offices or facilities of the Company or its clients. You may, however, be required to work at such other locations in India and/or abroad as the Company may from time to time desire. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may exist or come into existence.

You may be required to work overseas for any such period as may be deemed necessary by the Company. The Company does not guarantee the continuation of any perquisite at the new location.

6. ASSIGNMENT OF DUTIES

Subject to your qualifications and background, the Company reserves the right to assign any suitable position to you in the interest of business of the Company, during the course of your employment. It is hereby understood and agreed by you that you will not refuse the above mentioned assignment on any ground and that you will not be entitled to any additional compensation for effectively carrying out the duties.

7. HOURS OF WORK

You will be normally required to work five (5) days in a week. Further, you will work for nine (9) hours in a day, including one (1) hour for rest/lunch; however, these hours and/ or days may vary depending on the operational requirements of each department of the Company. The Company reserves the right to call you for work on an off day. Any variations on working patterns are at the discretion of the Company. In case of continuous delay or habitual absence in reporting for duty on time, the Company is entitled to take disciplinary action against you, including, but not limited to, termination of your service.

8. TRAVEL

You may be required to travel within or outside India with regard to the Company's business requirements. The mode and class of travel and any associated expenses, including accommodation, outside of the company's approved expense policy must be approved in writing by the Company before the travel is undertaken.

9. REIMBURSEMENT OF EXPENSES

You shall be reimbursed for all reasonable expenses incurred in the performance of your duties by the Company, pursuant to the Company's internal expense policies, provided you submit all the appropriate and adequate supporting documents of such expenses to the Company, including the vouchers for the expenses incurred, and the same has been approved by the Company. The Company always reserves the right to ask you for any additional information or documents, and to fill and sign any form or document, with regard to the reimbursements.

10. LEAVE ENTITLEMENT

You will be entitled to accrue thirty-nine (39) days of Annual Leave per year, which is accrued on a monthly basis. This entitlement will comprise Privilege Leave, Casual Leave, and Sick Leave, though the same will not be tracked individually for administrative convenience. Accruals will be calculated on a pro-rata basis during the first calendar year of employment.

Up to fifteen (15) days of unutilized Leave can be encashed each year. Carry forward is subject to a maximum accumulation of sixty (60) days in a given year.

If you leave the Company, whether due to termination by the Company or your resignation from employment, you will be entitled to payment in respect of accumulated Annual Leave along with the Annual Leave that has been accrued on a pro rata basis in proportion to the duration of the service in the English calendar year in which your employment expires.

11. PUBLIC HOLIDAYS

You are also entitled to ten (10) days holiday in a calendar year, which includes national and other festive holidays to be declared in advance in accordance with the relevant government notification.

12. NOTICE PERIOD FOR RESIGNATION

After confirmation pursuant to Section 2 above, you may terminate your employment with the Company by giving two (2) month written notice or payment/forfeiture of salary in lieu thereof. The Company, however, reserves the right to waive off the condition regarding notice period as above, and accept your resignation immediately on receipt, or from any date within the notice period, without any compensation whatsoever.

13. TERMINATION OF EMPLOYMENT

Without limiting clause 3, the Company may at any time terminate your employment:

- a) Without cause by giving you prior written notice of at least two (2) months (“Notice Period”) or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period. Payslip total means the total gross monthly salary as shown on your latest salary slip provided by the Company to you (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus, and any reimbursements.
- b) Forthwith if you are proved guilty of any gross or permanent default or misconduct in connection with or affecting the business of the Company or any group company, or in the event of any serious or persistent breach or non-observance by you of any of your terms and conditions of employment, or if in the opinion of the Company, you have conducted any willful misconduct or acted in any manner which is prejudicial or detrimental to the best interests of the Company.
- c) With immediate effect by a written notice to you if, the Company discovers that any information or document submitted by you is fraudulent, materially false or incorrect, or the Company following the conduct of background or reference checks referred to in clause 2 or otherwise receives information or becomes aware of information concerning you which the Company, acting reasonably, considers to be materially detrimental to its interest should your employment continue.
- d) By written notice, where in the event your appointment is made subject to you passing your educational qualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company.
- e) With immediate effect if you are absent from work for a period of eight (8) working days without the written approval of your reporting manager (including where you overstay your leave/training).
- f) With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company’s choice or your absence from work due to medical reasons exceeds two (2) months in any calendar year.

14. MISCONDUCT/BREACH

The Company may at any time suspend you from the performance of your duties or exclude you from the premises of the Company during any period of notice given by you or the Company or in circumstances in which it reasonably believes you to be guilty of misconduct or in breach of your terms and conditions

of employment, in order that the circumstances giving rise to that belief may be investigated. During the period of suspension, you will be paid one-half of the salary that would otherwise have been due for the first six (6) months and at seventy-five percent (75%) beyond six (6) months during the period of suspension. The total period of suspension shall not however exceed one (1) year in any case. If the misconduct is not established or the total period of suspension exceeds one (1) year, the employee shall be entitled to full wages during suspension period, and the period of suspension shall be treated as on duty. For the avoidance of doubt, there is no obligation on the Company to provide you with any work during any period of notice, and you will not be entitled to work on your own account or on account of any other person, term, or company or contact any of the Company's clients or suppliers during that period. Investigation/enquiry into alleged misconduct will be as per the Employee Handbook, Code of Conduct.

15. REPRESENTING THE COMPANY

You are not permitted to represent yourself as an authorized agent of the Company except in the course of the proper performance of your duties, if you are expressly authorized to do so in your relevant position as advised to you by the Company. When your employment ceases, you must not hold yourself out in any business context as being an employee or representative of, or otherwise connected to the Company. Should there be any misrepresentation, intention to deceive in this respect, or any attempt to interfere in this way in the existing business relations between the Company, including, but not limited to, its customers, agents, and suppliers, the Company may take proceedings against you to prevent any recurrence and to recover any losses incurred as a result.

16. INTELLECTUAL PROPERTY

The Company will own and be entitled to the benefit of all intellectual property, including, but not limited to, copyright (as well as moral rights), in all material made/ discovered/enhanced by you in pursuance of the terms of your employment by the Company.

17. CONFIDENTIALITY

You shall keep confidential at any time during or after your employment, any information (including proprietary or confidential information) about the business and affairs of, or belonging to, the Company or any affiliate of the Company or their respective customers or suppliers, including information which, though technically not trade secrets, the dissemination or knowledge whereof might prove prejudicial to the Company or its affiliated companies. You may be asked to sign a confidentiality agreement with the Company in this regard.

18. DATA PROTECTION

By signing this Agreement, you acknowledge and agree that the Company is permitted to hold personal information about you as part of its personnel and other business records and may use such information in the course of the Company's business. You acknowledge and agree that such information may be transferred between the Ryan group of companies, including transfers outside of India, in connection with the group's recordkeeping and business procedures and activities. You further agree that the Company may disclose such information to third parties in the event that such disclosure is, in the Company's view, required for the proper conduct of the Company's business or that of any associated company. This clause applies to information held, used, or disclosed in any medium.

19. COMPANY AND CLIENT PROPERTY

All equipment (including computer equipment), notes, memoranda, records, literature, publications, type

set, lists of customers, suppliers and employees, correspondence, computer and other discs or tapes, data listings, codes, keys and passwords, designs, drawings, and other documents or material whatsoever (whether made or created by you or otherwise and in whatever medium or format) relating to the business of the Company or any of its affiliates or any of its or their clients (and any copies of the same) shall be and remain the property of the Company, or the relevant affiliate or client, and shall be handed over by you to the Company on demand and in any event on the termination of your employment.

20. DUTY TO COOPERATE

You, during and upon termination of your employment, agree to fully cooperate and assist the Company, on request and at the Company's sole expense, in providing truthful testimony or information with respect to all inquiries or investigations, claims and litigations, or any other matter pertaining to the Company.

Further, it is agreed by you that you will fully, unconditionally, and immediately cooperate and assist the Company, in respect of any matter whatsoever on which in the opinion of the Company your assistance is required.

21. CHANGES TO TERMS OF EMPLOYMENT

The Company reserves the right to make changes to any of your terms and conditions of employment in writing.

You will be given not less than one (1) month's written notice of any significant or material changes, which may be given by way of an individual notice. Such changes will be deemed to be accepted unless you notify the Company of any objection in writing within five (5) business days of receipt of the notice of the change.

22. NON-COMPETE/NON-SOLICITATION

Unless otherwise provided by the Company in writing, during your employment, you shall work exclusively for the Company and shall not engage in any other employment, trade, business, or profession or work as an employee or in any other capacity, directly or indirectly, for any other person.

For at least twelve (12) months after you cease to be our employee, you shall not solicit the employment of or induce any of the Company's employees to leave the Company's employment.

You shall not seek to obtain business, customers, or orders for products/services, of a kind dealt in, produced, marketed, or sold by the Company in its ordinary course of business or otherwise do business with any person, firm company, or organization which was a customer of the Company or its affiliates during the last twelve (12) months of your employment with the Company without the prior written consent of the Company, within one (1) year of the termination of your employment.

23. SPECIALIZED TRAINING

In the event, the Company provides any specialized training to you, either in India or abroad and undertakes expenditure for this purpose, you will be required to enter into a Training Agreement stating the minimum period you are required to work with the Company post training.

24. ACCEPTANCE

It is hereby understood and agreed by you and the Company that this Agreement shall come into effect on the date of your countersignature hereto; provided, however, that your employment with the Company shall be conditioned upon verification of your antecedents and testimonials as furnished/claimed by you to the Company during the interviewing or hiring process and the fulfilment of any other prerequisites specified in your original offer letter or in this Agreement or any annexure hereto, all prior to the date which you are scheduled to join the Company pursuant to the first paragraph of this Agreement.

You shall cooperate and assist the Company during the verification of your antecedents and further, a relaxation in the abovementioned date of joining your duties may be granted or required by the Company at its sole discretion.

If the terms and conditions of appointment enumerated in this appointment are acceptable to you, then please confirm your acceptance by signing this document, and return it to the Company within the deadlines set forth in Section 1 above, failing which the offer will stand withdrawn as your action shall be deemed to be refusal to accept the same.

25. CONDITIONS FOR CONTINUED EMPLOYMENT

It is acknowledged by you that as a condition of your continued employment, you will be required to comply in every respect with the Company's policies and procedures as may be in effect from time to time, including those contained in the Company's Employee Handbook, and the Confidential Agreement applicable to the Company, each of which may be changed by the Company at any time at its discretion without any requirement to obtain your consent or approval or to notify you of the same. The Employee Handbook, as may be modified from time to time and once issued, shall form an integral part of this Agreement and hence the contract between you and the Company.

26. RETIREMENT

Retirement age for local staff is fifty-eight (58) subject to legislated changes. Staff may also be retired before the age of fifty-eight (58) years.

27. MEDICAL FITNESS

Your employment is subject to your being medically fit.

28. PROPER LAW AND JURISDICTION AND DISPUTE RESOLUTION MECHANISM

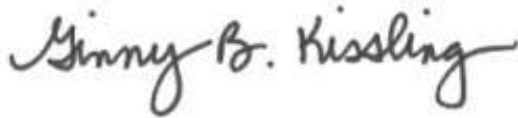
The terms and conditions of your employment will be governed by and constructed in accordance with the laws of India. The parties subject themselves to the exclusive jurisdiction of the courts in Hyderabad, Andhra Pradesh, India.

29. RESPONSIBILITY TO ABIDE BY CODE OF CONDUCT AND ANTI-CORRUPTION REGULATIONS

While performing duties for the Company, you will be responsible to abide by the company's Code of Conduct and all applicable national, state, local, and foreign laws, regulations and other legal requirements on anti-corruption, including but not limited to, the Prevention of Corruption Act, 1988; Prevention of Money Laundering Act, 2002; the U.S. Foreign Corrupt Practices Act; and the United

Kingdom Anti-Bribery Act of 2010 and such amendments to such laws and regulations and policies, orders, permits, licenses, and governmental approvals promulgated or issued thereunder. Any violation of the Code of Conduct and anti-corruption regulations shall be treated as misconduct, and the Company shall take appropriate action against you for such violations, including immediate termination of your employment.

For **Ryan India Tax Services Private Limited**



Authorised Signatory

I hereby accept the terms and conditions set out above and acknowledge that this Employment Letter Agreement contains all terms and conditions of my employment with Ryan India Tax Services Private Limited, and that no other terms, conditions, or representations other than those within this Employment Letter Agreement form part of this Agreement. Furthermore, I affirm that I have not been asked by the Company nor does the Company want me to disclose any information available to me at my current place of employment that is not in the public domain.

Signed by Employee: _____

Date: _____

ANNEXURE I

POSITION: Tax Associate, Property Tax Compliance

REPORTING TO: Rodney D'Souza (RC04013)

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Tax bill verification, payment administration.
- Refund processing, tracking and logging assessment notices and preparation of Property Tax Returns
- Uses reconciliation/quality control methods and reviews work of self and of peers
- Handles calls to Tax Jurisdictions and offshore/onshore staff.
- Complete tasks assigned by Management with a sense of urgency and confidentiality where needed.

ANNEXURE II

LIST OF DOCUMENTS TO BE SUBMITTED:

- Duly filed Employee Personal Profile, Reference, Health (Self) Declaration, Medical Insurance – Dependents Details Forms
- Date of Birth Proof (SSLC Marks Card or Birth Certificate)
- Copies of Degree Certificates
- Copy of Experience and Relieving Letter from last employer (if applicable)
- Identity Proof (copy of passport, Pan Card, Driving License)
- Permanent account number or proof of having applied for it
- Affidavit submitted by the employee stating that the documents furnished are true copies and the information therein is true to the best of his knowledge and no criminal proceedings are pending against him
- Form of Employee Acknowledgement

ANNEXURE III

REMUNERATION

Component	Amount INR (per annum)
Basic Salary	₹160,000.00
Other Components/FBP	₹220,800.00
Provident Fund (12% Basic Salary) *Company Contribution	₹19,200.00
Total Fixed Pay (TFP) (Including basic salary, other components/FBP, and Provident Fund)	₹400,000.00
Target Variable Pay (5.0%)	₹20,000.00
Total Target Cash (TTC) (Including TFP and variable pay)	₹420,000.00
Shift Allowance	₹42,000.00
Grand Total TTC & Shift Allowance	₹462,000.00

Deductions: Tax deduction at source (TDS), Provident Fund contribution, Employee State Insurance (ESI) Contribution (if any), professional tax payment, etc.

Additionally, this offer includes a one-time home office benefit of INR41000 minus usual deductions. The amount will be paid in conjunction with a regular end-of-month payroll, no later than forty-five (45) days after your start date. Should you voluntarily end your employment with Ryan or should Ryan terminate your employment for breach of any Ryan policy or for performance reasons prior to the completion of twelve (12) consecutive months of active employment from your start date, you agree to repay the one-time home office benefit in full. You agree that Ryan may withhold and deduct such amounts from your pay or any other amounts due to you, including but not limited to expense reimbursements, unless otherwise prohibited by law. After twelve (12) months of active employment, repayment of your one-time home office benefit will be waived in its entirety. The foregoing home office benefit is subject to the terms and conditions established under any applicable Firm Policies and, as such, may be amended from time to time in the Firm's sole and absolute discretion, and, if applicable subject to approval by the CEO.

Note:

- (1) For claiming tax benefits by the employee, documentary evidence may be asked by the employer/authority.
- (2) Any other employment benefits, such as provident fund, gratuity, etc., shall be per applicable law and Company policy.

I hereby accept the terms and conditions set out above and acknowledge that this Employment Letter Agreement contains all terms and conditions of my employment with Ryan India Tax Services Private Limited, and that no other terms, conditions, or representations other than those within this Employment Letter Agreement form part of this Agreement. Furthermore, I affirm that I have not been asked by the Company nor does the Company want me to disclose any information available to me at my current place of employment that is not in the public domain.

Date

Signature of Employee



ICICI Bank Campus_Selects

2 messages

Saritha Surendran /HRMG/IBANK/HYD <saritha.surendran@icicibank.com> Fri, 17 Feb, 2023 at 17:02
To: GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>, placements@cbit.ac.in
Cc: Karthik Raj R /HRMG/IBANK/HYD <karthik.rajr@icicibank.com>

Dear Giri Chandra Prasad,

Kindly find the selected students list in Final Interview held on 17/Feb/2023.

Sr No	Applicant ID	Full Name	Status
1	5214630	KASIPETA THARUN KUMAR	Selected
2	5886434	B.YESUBABU	Selected
5	5886693	D.Chittibabu	Selected
7	5888934	EPPA ANKITHA PRIYA	Selected
8	5886692	GUBBA PAVANI	Selected

Thanks & Regards,

Saritha Surendran

HRMG-7977109531

From: GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>
Sent: 16 February 2023 18:54
To: placements@cbit.ac.in; Saritha Surendran /HRMG/IBANK/HYD <saritha.surendran@icicibank.com>
Subject: Re: Request to reschedule interview time

You don't often get email from pgs21050_mba.prasad@cbit.org.in. [Learn why this is important](#)

On Fri, May 26, 2023 at 4:32 PM Divyadeep Lolla <divyadeep.lolla@sidsfarm.com> wrote:

Hello HR team,

Please issue internship offer letters with a monthly stipend of Rs. 20,000 to below candidates reporting to the respective departments. You may find their resumes attached to this mail.

Akhil - Digital Transformation (Focus areas: Implementing Hooper in procurement and production, Procurement ERP)

Harika - Digital Transformation (Focus areas: Evaluating and implementing production related softwares for forecasting, planning and execution)

Venkat - Customer Experience and Agent Sales (Focus areas: Analysis of customer issue patterns, implementing initiatives, market research for agent sales, etc.)

Mahitha - Customer Experience and Agent Sales (Focus areas: Analysis of customer issue patterns, implementing initiatives, market research for agent sales, etc.)

The **internship period** is from **29th May 2023 to 30th September 2023**. In the 3rd week of September, based on the feedback by Ascharya and Sahana, one of the following scenarios will be applicable to the candidates:

1. Candidates are awarded management trainee (MT) positions
2. Candidates may be offered staff level positions with lower salaries as they do not fit MT requirements
3. Candidates may not be offered any position

Please let me know in case of any questions.

Best regards,
Divyadeep Lolla,
Vice President - Operations,
Sids Farm Private Limited
Phone No. +91-93469 99712





ICICI Bank Campus_Selects

2 messages

Saritha Surendran /HRMG/IBANK/HYD <saritha.surendran@icicibank.com> Fri, 17 Feb, 2023 at 17:02
To: GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>, placements@cbit.ac.in
Cc: Karthik Raj R /HRMG/IBANK/HYD <karthik.rajr@icicibank.com>

Dear Giri Chandra Prasad,

Kindly find the selected students list in Final Interview held on 17/Feb/2023.

Sr No	Applicant ID	Full Name	Status
1	5214630	KASIPETA THARUN KUMAR	Selected
2	5886434	B.YESUBABU	Selected
5	5886693	D.Chittibabu	Selected
7	5888934	EPPA ANKITHA PRIYA	Selected
8	5886692	GUBBA PAVANI	Selected

Thanks & Regards,

Saritha Surendran

HRMG-7977109531

From: GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>
Sent: 16 February 2023 18:54
To: placements@cbit.ac.in; Saritha Surendran /HRMG/IBANK/HYD <saritha.surendran@icicibank.com>
Subject: Re: Request to reschedule interview time

You don't often get email from pgs21050_mba.prasad@cbit.org.in. [Learn why this is important](#)



Three Galleria Tower
13155 Noel Road
Suite 100
Dallas, TX 75240-5090
Tel. 972.934.0022
Fax 972.960.0613

PRIVATE AND CONFIDENTIAL

www.ryan.com

07/01/2023

Gundlapalli Raghu Deep
H.no - E810, Mayfair Apartments, Osman sagar road, Tellapur,
Hyderabad 502032

Re: Employment with Ryan India Tax Services Private Limited

Dear Raghu Deep,

In accordance with our recent discussions, this letter (hereinafter referred to as the "**Employment Letter Agreement**" or "**Agreement**") will confirm that the following shall be the terms and conditions of your employment with Ryan India Tax Services Private Limited (hereinafter referred to as the "**Company**"). We are confident you will find Ryan a unique and rewarding place to work; Ryan India has been recently certified as a Great Place To Work by the Great Place To Work Institute.

1. POSITION

You are appointed as **Tax Associate, Sales and Use Tax** of the Company and are required to join by the start date of **07/10/2023** by countersigning this Agreement within seven (7) days from the date of this Agreement as set forth above. As such, you shall perform the duties set forth in Annexure I.

2. INFORMATION PROVIDED BY YOU, REFERENCE CHECKS, BACKGROUND CHECKS

- a) The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, etc.) or at any time thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.
- b) The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of such checks, including by way of engaging third-party agencies to conduct such checks, and (ii) you consent to your personal details being used for conducting such background checks (including providing them to the third-party agencies solely for this purpose).
- c) The commencement or continuation of your employment with the Company is contingent upon a background check and check of references satisfactory to the Company. Further, the Company shall have the right, and you hereby consent to such monitoring of your performance and your activities during the period of employment with the Company as the Company deems fit.
- d) You shall submit to the Ryan Human Resources team a pre-approved document list as detailed in Annexure II to this Agreement and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

3. PROBATION/CONFIRMATION

You will be on probation for a period of six (6) months from the date of joining. The period of probation is subject to extension at the discretion of the management of the Company, by another period of six (6) months. Confirmation of employment following the probation period will not be construed to have taken place unless and until you are informed in writing by the Company to that effect.

During the period of probation, your services may be terminated by the Company for any reason or no reason, by giving notice of one (1) month without assigning any reason thereof. Similarly, during the period of probation, you may terminate the contract by giving one (1) month advance written notice to the Company. However, the formalities of submitting a proper letter of resignation and obtaining a no-dues certificate from all concerned shall have to be complied with.

4. REMUNERATION AND BENEFITS

Your total remuneration will be as set out in the attached Annexure III and will be payable on the 25th day of the next English calendar month for the previous month. All payments made to you will be subject to deductions required by law, including deductions in respect of tax and such other deductions and/or contributions as shall be required to be made pursuant to the applicable laws and policies and procedures of the Company. Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee ("Statutory Payments"). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

You will also be eligible to receive benefits based on benefits programs made available by the Company.

5. LOCATION

You will be based initially at the Company's Hyderabad office or such other place where there are offices or facilities of the Company or its clients. You may, however, be required to work at such other locations in India and/or abroad as the Company may from time to time desire. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may exist or come into existence.

You may be required to work overseas for any such period as may be deemed necessary by the Company. The Company does not guarantee the continuation of any perquisite at the new location.

6. ASSIGNMENT OF DUTIES

Subject to your qualifications and background, the Company reserves the right to assign any suitable position to you in the interest of business of the Company, during the course of your employment. It is hereby understood and agreed by you that you will not refuse the above mentioned assignment on any ground and that you will not be entitled to any additional compensation for effectively carrying out the duties.

7. HOURS OF WORK

You will be normally required to work five (5) days in a week. Further, you will work for nine (9) hours in a day, including one (1) hour for rest/lunch; however, these hours and/ or days may vary depending on the operational requirements of each department of the Company. The Company reserves the right to call you for work on an off day. Any variations on working patterns are at the discretion of the Company. In case of continuous delay or habitual absence in reporting for duty on time, the Company is entitled to take disciplinary action against you, including, but not limited to, termination of your service.

8. TRAVEL

You may be required to travel within or outside India with regard to the Company's business requirements. The mode and class of travel and any associated expenses, including accommodation, outside of the company's approved expense policy must be approved in writing by the Company before the travel is undertaken.

9. REIMBURSEMENT OF EXPENSES

You shall be reimbursed for all reasonable expenses incurred in the performance of your duties by the Company, pursuant to the Company's internal expense policies, provided you submit all the appropriate and adequate supporting documents of such expenses to the Company, including the vouchers for the expenses incurred, and the same has been approved by the Company. The Company always reserves the right to ask you for any additional information or documents, and to fill and sign any form or document, with regard to the reimbursements.

10. LEAVE ENTITLEMENT

You will be entitled to accrue thirty-nine (39) days of Annual Leave per year, which is accrued on a monthly basis. This entitlement will comprise Privilege Leave, Casual Leave, and Sick Leave, though the same will not be tracked individually for administrative convenience. Accruals will be calculated on a pro-rata basis during the first calendar year of employment.

Up to fifteen (15) days of unutilized Leave can be encashed each year. Carry forward is subject to a maximum accumulation of sixty (60) days in a given year.

If you leave the Company, whether due to termination by the Company or your resignation from employment, you will be entitled to payment in respect of accumulated Annual Leave along with the Annual Leave that has been accrued on a pro rata basis in proportion to the duration of the service in the English calendar year in which your employment expires.

11. PUBLIC HOLIDAYS

You are also entitled to ten (10) days holiday in a calendar year, which includes national and other festive holidays to be declared in advance in accordance with the relevant government notification.

12. NOTICE PERIOD FOR RESIGNATION

After confirmation pursuant to Section 2 above, you may terminate your employment with the Company by giving two (2) month written notice or payment/forfeiture of salary in lieu thereof. The Company, however, reserves the right to waive off the condition regarding notice period as above, and accept your resignation immediately on receipt, or from any date within the notice period, without any compensation whatsoever.

13. TERMINATION OF EMPLOYMENT

Without limiting clause 3, the Company may at any time terminate your employment:

- a) Without cause by giving you prior written notice of at least two (2) months ("Notice Period") or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period. Payslip total means the total gross monthly salary as shown on your latest salary slip provided by the Company to you (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus, and any reimbursements.
- b) Forthwith if you are proved guilty of any gross or permanent default or misconduct in connection with or affecting the business of the Company or any group company, or in the event of any serious or persistent breach or non-observance by you of any of your terms and conditions of employment, or if in the opinion of the Company, you have conducted any willful misconduct or acted in any manner which is prejudicial or detrimental to the best interests of the Company.
- c) With immediate effect by a written notice to you if, the Company discovers that any information or document submitted by you is fraudulent, materially false or incorrect, or the Company following the conduct of background or reference checks referred to in clause 2 or otherwise receives information or becomes aware of information concerning you which the Company, acting reasonably, considers to be materially detrimental to its interest should your employment continue.
- d) By written notice, where in the event your appointment is made subject to you passing your educational qualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company.
- e) With immediate effect if you are absent from work for a period of eight (8) working days without the written approval of your reporting manager (including where you overstay your leave/training).
- f) With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds two (2) months in any calendar year.

14. MISCONDUCT/BREACH

The Company may at any time suspend you from the performance of your duties or exclude you from the premises of the Company during any period of notice given by you or the Company or in circumstances in which it reasonably believes you to be guilty of misconduct or in breach of your terms and conditions

of employment, in order that the circumstances giving rise to that belief may be investigated. During the period of suspension, you will be paid one-half of the salary that would otherwise have been due for the first six (6) months and at seventy-five percent (75%) beyond six (6) months during the period of suspension. The total period of suspension shall not however exceed one (1) year in any case. If the misconduct is not established or the total period of suspension exceeds one (1) year, the employee shall be entitled to full wages during suspension period, and the period of suspension shall be treated as on duty. For the avoidance of doubt, there is no obligation on the Company to provide you with any work during any period of notice, and you will not be entitled to work on your own account or on account of any other person, term, or company or contact any of the Company's clients or suppliers during that period. Investigation/enquiry into alleged misconduct will be as per the Employee Handbook, Code of Conduct.

15. REPRESENTING THE COMPANY

You are not permitted to represent yourself as an authorized agent of the Company except in the course of the proper performance of your duties, if you are expressly authorized to do so in your relevant position as advised to you by the Company. When your employment ceases, you must not hold yourself out in any business context as being an employee or representative of, or otherwise connected to the Company. Should there be any misrepresentation, intention to deceive in this respect, or any attempt to interfere in this way in the existing business relations between the Company, including, but not limited to, its customers, agents, and suppliers, the Company may take proceedings against you to prevent any recurrence and to recover any losses incurred as a result.

16. INTELLECTUAL PROPERTY

The Company will own and be entitled to the benefit of all intellectual property, including, but not limited to, copyright (as well as moral rights), in all material made/ discovered/enhanced by you in pursuance of the terms of your employment by the Company.

17. CONFIDENTIALITY

You shall keep confidential at any time during or after your employment, any information (including proprietary or confidential information) about the business and affairs of, or belonging to, the Company or any affiliate of the Company or their respective customers or suppliers, including information which, though technically not trade secrets, the dissemination or knowledge whereof might prove prejudicial to the Company or its affiliated companies. You may be asked to sign a confidentiality agreement with the Company in this regard.

18. DATA PROTECTION

By signing this Agreement, you acknowledge and agree that the Company is permitted to hold personal information about you as part of its personnel and other business records and may use such information in the course of the Company's business. You acknowledge and agree that such information may be transferred between the Ryan group of companies, including transfers outside of India, in connection with the group's recordkeeping and business procedures and activities. You further agree that the Company may disclose such information to third parties in the event that such disclosure is, in the Company's view, required for the proper conduct of the Company's business or that of any associated company. This clause applies to information held, used, or disclosed in any medium.

19. COMPANY AND CLIENT PROPERTY

All equipment (including computer equipment), notes, memoranda, records, literature, publications, type set, lists of customers, suppliers and employees, correspondence, computer and other discs or tapes, data listings, codes, keys and passwords, designs, drawings, and other documents or material whatsoever (whether made or created by you or otherwise and in whatever medium or format) relating to the business of the Company or any of its affiliates or any of its or their clients (and any copies of the same) shall be and remain the property of the Company, or the relevant affiliate or client, and shall be handed over by you to the Company on demand and in any event on the termination of your employment.

20. DUTY TO COOPERATE

You, during and upon termination of your employment, agree to fully cooperate and assist the Company, on request and at the Company's sole expense, in providing truthful testimony or information with respect to all inquiries or investigations, claims and litigations, or any other matter pertaining to the Company. Further, it is agreed by you that you will fully, unconditionally, and immediately cooperate and assist the Company, in respect of any matter whatsoever on which in the opinion of the Company your assistance is required.

21. CHANGES TO TERMS OF EMPLOYMENT

The Company reserves the right to make changes to any of your terms and conditions of employment in writing.

You will be given not less than one (1) month's written notice of any significant or material changes, which may be given by way of an individual notice. Such changes will be deemed to be accepted unless you notify the Company of any objection in writing within five (5) business days of receipt of the notice of the change.

22. NON-COMPETE/NON-SOLICITATION

Unless otherwise provided by the Company in writing, during your employment, you shall work exclusively for the Company and shall not engage in any other employment, trade, business, or profession or work as an employee or in any other capacity, directly or indirectly, for any other person.

For at least twelve (12) months after you cease to be our employee, you shall not solicit the employment of or induce any of the Company's employees to leave the Company's employment.

You shall not seek to obtain business, customers, or orders for products/services, of a kind dealt in, produced, marketed, or sold by the Company in its ordinary course of business or otherwise do business with any person, firm company, or organization which was a customer of the Company or its affiliates during the last twelve (12) months of your employment with the Company without the prior written consent of the Company, within one (1) year of the termination of your employment.

23. SPECIALIZED TRAINING

In the event, the Company provides any specialized training to you, either in India or abroad and undertakes expenditure for this purpose, you will be required to enter into a Training Agreement stating the minimum period you are required to work with the Company post training.

24. ACCEPTANCE

It is hereby understood and agreed by you and the Company that this Agreement shall come into effect on the date of your countersignature hereto; provided, however, that your employment with the Company shall be conditioned upon verification of your antecedents and testimonials as furnished/claimed by you to the Company during the interviewing or hiring process and the fulfilment of any other prerequisites specified in your original offer letter or in this Agreement or any annexure hereto, all prior to the date which you are scheduled to join the Company pursuant to the first paragraph of this Agreement.

You shall cooperate and assist the Company during the verification of your antecedents and further, a relaxation in the abovementioned date of joining your duties may be granted or required by the Company at its sole discretion.

If the terms and conditions of appointment enumerated in this appointment are acceptable to you, then please confirm your acceptance by signing this document, and return it to the Company within the deadlines set forth in Section 1 above, failing which the offer will stand withdrawn as your action shall be deemed to be refusal to accept the same.

25. CONDITIONS FOR CONTINUED EMPLOYMENT

It is acknowledged by you that as a condition of your continued employment, you will be required to comply in every respect with the Company's policies and procedures as may be in effect from time to time, including those contained in the Company's Employee Handbook, and the Confidential Agreement applicable to the Company, each of which may be changed by the Company at any time at its discretion without any requirement to obtain your consent or approval or to notify you of the same. The Employee Handbook, as may be modified from time to time and once issued, shall form an integral part of this Agreement and hence the contract between you and the Company.

26. RETIREMENT

Retirement age for local staff is fifty-eight (58) subject to legislated changes. Staff may also be retired before the age of fifty-eight (58) years.

27. MEDICAL FITNESS

Your employment is subject to your being medically fit.

28. PROPER LAW AND JURISDICTION AND DISPUTE RESOLUTION MECHANISM

The terms and conditions of your employment will be governed by and constructed in accordance with the laws of India. The parties subject themselves to the exclusive jurisdiction of the courts in Hyderabad, Andhra Pradesh, India.

29. RESPONSIBILITY TO ABIDE BY CODE OF CONDUCT AND ANTI-CORRUPTION REGULATIONS

While performing duties for the Company, you will be responsible to abide by the company's Code of Conduct and all applicable national, state, local, and foreign laws, regulations and other legal requirements on anti-corruption, including but not limited to, the Prevention of Corruption Act, 1988; Prevention of Money Laundering Act, 2002; the U.S. Foreign Corrupt Practices Act; and the United

Kingdom Anti-Bribery Act of 2010 and such amendments to such laws and regulations and policies, orders, permits, licenses, and governmental approvals promulgated or issued thereunder. Any violation of the Code of Conduct and anti-corruption regulations shall be treated as misconduct, and the Company shall take appropriate action against you for such violations, including immediate termination of your employment.

For Ryan India Tax Services Private Limited

Ginny B. Kissling

Authorised Signatory

I hereby accept the terms and conditions set out above and acknowledge that this Employment Letter Agreement contains all terms and conditions of my employment with Ryan India Tax Services Private Limited, and that no other terms, conditions, or representations other than those within this Employment Letter Agreement form part of this Agreement. Furthermore, I affirm that I have not been asked by the Company nor does the Company want me to disclose any information available to me at my current place of employment that is not in the public domain.

Signed by Employee:

DocuSigned by:
Gundlapalli Raju Deep
8FF715C6F7754DA...

Date:

7/6/2023

ANNEXURE I

POSITION: Tax Associate, Sales and Use Tax

REPORTING TO: M.R Poonam (RC07869)

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Create a positive team experience.
- Proactive work status update to US / India liaison
- Downloading & extracting invoices from client networks.
- Identifying and entering sales tax details from the invoices into a database
- Reconcile the values from different data sources
- Prepare reports as per the requirements from consultants
- Analyze data from invoices and submit a summary report

- Perform peer to peer quality assurance review
- Prepare summary reports as per given criteria
- Communicate the project status, exceptions and updates.

ANNEXURE II

LIST OF DOCUMENTS TO BE SUBMITTED:

- Duly filed Employee Personal Profile, Reference, Health (Self) Declaration, Medical Insurance – Dependents Details Forms
- Date of Birth Proof (SSLC Marks Card or Birth Certificate)
- Copies of Degree Certificates
- Copy of Experience and Relieving Letter from last employer (if applicable)
- Identity Proof (copy of passport, Pan Card, Driving License)
- Permanent account number or proof of having applied for it
- Affidavit submitted by the employee stating that the documents furnished are true copies and the information therein is true to the best of his knowledge and no criminal proceedings are pending against him
- Form of Employee Acknowledgement

ANNEXURE III**REMUNERATION**

Component	Amount INR (per annum)
Basic Salary	₹192,400.00
Other Components/FBP	₹265,512.00
Provident Fund (12% Basic Salary) *Company Contribution	₹23,088.00
Total Fixed Pay (TFP) (Including basic salary, other components/FBP, and Provident Fund)	₹481,000.00
Target Variable Pay (5.0%)	₹24,050.00
Total Target Cash (TTC) (Including TFP and variable pay)	₹505,050.00
Shift Allowance	₹42,000.00
Grand Total TTC & Shift Allowance	₹547,050.00

Deductions: Tax deduction at source (TDS), Provident Fund contribution, Employee State Insurance (ESI) Contribution (if any), professional tax payment, etc.

Additionally, this offer includes a one-time home office benefit of INR41000 minus usual deductions. The amount will be paid in conjunction with a regular end-of-month payroll, no later than forty-five (45) days after your start date. Should you voluntarily end your employment with Ryan or should Ryan terminate your employment for breach of any Ryan policy or for performance reasons prior to the completion of twelve (12) consecutive months of active employment from your start date, you agree to repay the one-time home office benefit in full. You agree that Ryan may withhold and deduct such amounts from your pay or any other amounts due to you, including but not limited to expense reimbursements, unless otherwise prohibited by law. After twelve (12) months of active employment, repayment of your one-time home office benefit will be waived in its entirety. The foregoing home office benefit is subject to the terms and conditions established under any applicable Firm Policies and, as such, may be amended from time to time in the Firm's sole and absolute discretion, and, if applicable subject to approval by the CEO.

Note:

- (1) For claiming tax benefits by the employee, documentary evidence may be asked by the employer/authority.
- (2) Any other employment benefits, such as provident fund, gratuity, etc., shall be per applicable law and Company policy.

I hereby accept the terms and conditions set out above and acknowledge that this Employment Letter Agreement contains all terms and conditions of my employment with Ryan India Tax Services Private Limited, and that no other terms, conditions, or representations other than those within this Employment Letter Agreement form part of this

Agreement. Furthermore, I affirm that I have not been asked by the Company nor does the Company want me to disclose any information available to me at my current place of employment that is not in the public domain.

7/6/2023

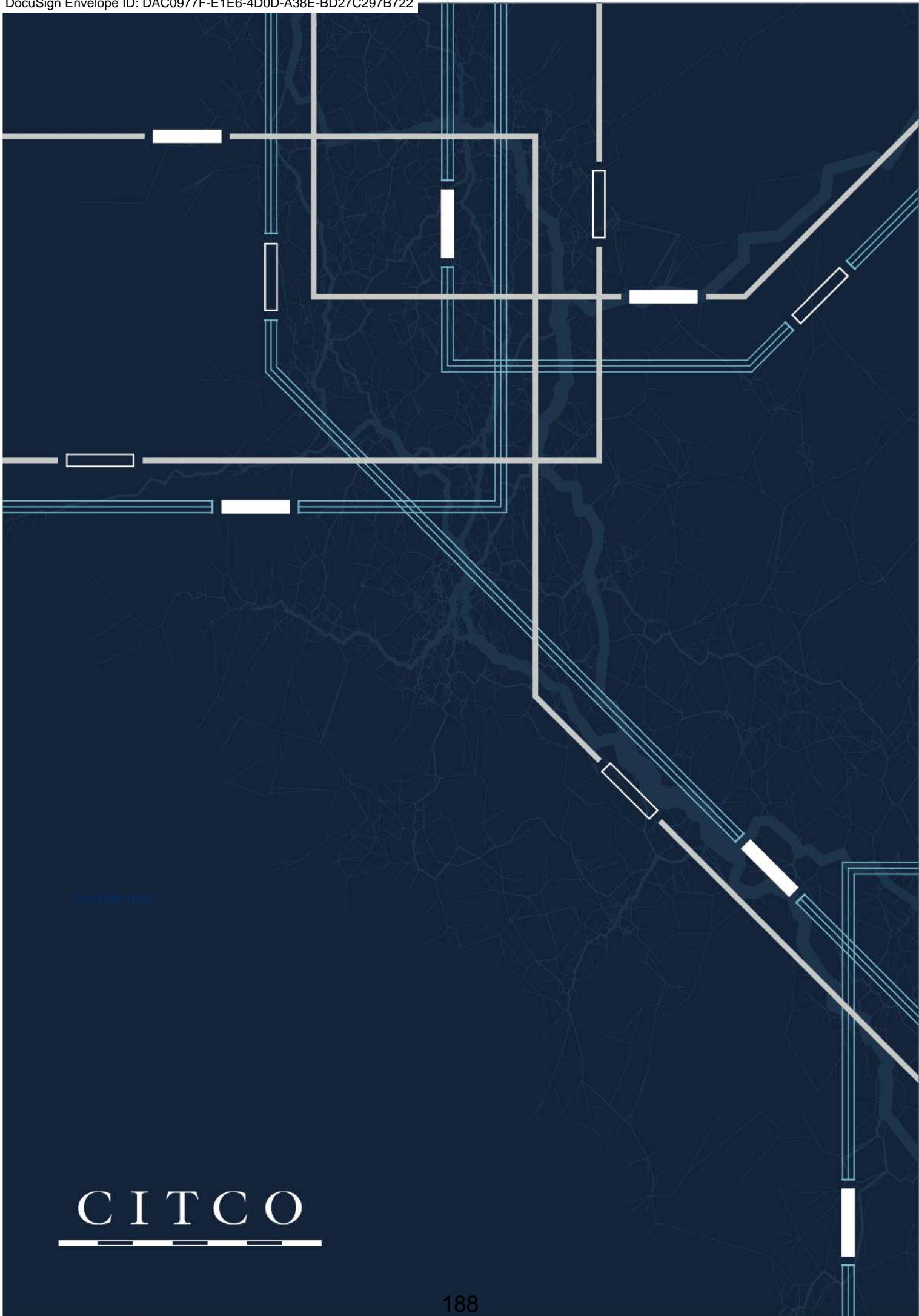
Date

DocuSigned by:

Gundlapalli Paglu Deep

8FF715C6F7754DA...

Signature of Employee



Confidential

CITCO

CITCO

June 27, 2023

Kame Abhilash Kumar
H.No.10-1-153, Golden Mile Colony, Kokapet Village, Narsingi Municipality, Gandipet Mandal, Ranga Reddy Dist,
Telangana-500075 India

Dear **Abhilash**,

We are pleased to offer you employment with **Citco Group Services (India) LLP (the "Firm")**, operating through its Hyderabad branch, on the terms and conditions set out in the enclosed employment agreement.

Your proposed date of joining the Firm shall be **July 24, 2023** unless otherwise agreed with and communicated by the Firm in writing.

You will be employed by the Firm as **Analyst** in **Loan Operations** business or in such other position as the Firm may determine and notify to you from time to time.

Your grade as per the internal grading system will be **Grade 9**.


The terms and conditions of your employment with us as stated in this letter and appended agreement supersede any prior representations made either orally or in writing during any meetings with us.

We would like to take this opportunity to welcome you and wish you a long and successful career at Citco Group.

Please note that this offer of employment is subject to your successful completion of the conditions set out in Clause 1.3 of the Agreement. Failure to comply with the provisions; or failure to join on the Joining Date shall entitle the Firm to immediately rescind this offer without any further obligation on behalf of the Firm.


Please review and acknowledge your acceptance of this offer of employment within **5 days** of receiving this letter. If we do not receive an acceptance email within **5 days**, this offer of employment shall be deemed to be revoked.

Thanking you,
Citco Group Services (India) LLP
operating through its Hyderabad branch

DocuSigned by:

60EDAE6B3C464DE...

Mahesh Inamdar

Authorised Signatory

DocuSigned by:

A8AC99128B7B46F...

Ashwin Mohanchandran

Authorised Signatory

CITCO GROUP SERVICES (INDIA) LLP

Hyderabad Branch
Salarpuria Knowledge City
Orwell Unit 2 & 3, Level 9
Inorbit Mall Road, Hitech City
Hyderabad 500081, India

T +91 40 4604 7304
E hyderabad@citco.com

Hyderabad Branch GST Registration Number:
36AANFC8880B1Z8
Company Registration Number: AAN-3948
Registered Office: 2nd Floor, Survey N.72, Tower B
EKIPL-SEZ, Phase II, Kharadi, Pune 411 014
Maharashtra, India

citco.com

EMPLOYMENT AGREEMENT

This Agreement is made and executed by and between Citco Group Services (India) LLP - a firm registered under the laws of India, with registered office **2nd Floor Survey No 72, Tower – B, EKIPL, Phase II (SEZ), Kharadi, Pune – 411014** referred to as the “Firm”, operating through its Hyderabad branch, and **Kame Abhilash Kumar** of legal age, and a resident of **H.No.10-1-153, Golden Mile Colony, Kokapet Village, Narsingi Municipality, Gandipet Mandal, Ranga Reddy Dist, Telangana-500075 India** hereinafter referred to as the “Employee”.

Firm and Employee shall hereinafter jointly be referred to as the “Parties” and severally as the “Party”.

WHEREAS

- A. The Firm is engaged in the business, *inter alia*, of fund administration (“Business”).
- B. Based on the representations of the Employee, including, but not limited to, academic education, background and work experience, the Firm desires to engage the Employee and the Employee desires employment with the Firm upon the terms and conditions contained in this Agreement.

The general terms and conditions as laid out in the Employment Agreement and as laid out in the Firm’s India Employee Handbook (“Employee Handbook”) together with the Firm’s Code of Conduct and all applicable regulations and policies of the Firm as amended from time to time or notified as such by the Firm, form the basis of your employment.

1. GENERAL TERMS AND CONDITIONS

- 1.1. **Place of Work:** The Employee will be initially based at the Firm’s office at **Hyderabad**.

The Firm may, at its sole discretion, second, depute, assign and/or transfer the Employee (or the Employee’s employment) to any other office of Firm in India or overseas or to any Affiliate of the Firm as it may deem appropriate. The Employee hereby consents to any such secondment, deputation, assignment and/or transfer by the Firm. In such case, the Employee shall also be bound by any policy of such other office or Affiliate, in existence at the date of this Agreement or that may be subsequently framed by the Firm or the Affiliate. The Employee may be required to make visits and travel both within India and overseas, as may be necessary for the proper discharge of his duties.

- 1.2. **Days and Hours of Work:** The Employee shall be assigned to report for work in any nine (9) hour work shift (inclusive of meal break of one hour) for 5 days a week. The applicable working days will be intimated by the Firm. However, based on business or operational requirements the Employee may have to work on additional day(s) of the week as intimated by the Firm. Except for flexible work arrangements allowed under the law, work rendered beyond these daily work hours shall be compensated as provided for by

applicable law.

- 1.3. **Background Checks:** The employment with the Firm is conditional and subject to the complete submission of all pre-employment requirements by the employee as stipulated in Appendix A. Failure to meet the pre-employment conditions before the Joining Date, unless extended by the Firm in its sole discretion, including successful passing of the background check, pre-employment medical exam if applicable shall be sufficient grounds to terminate this Agreement with immediate effect. The Firm may also, in accordance with applicable laws, require you to undergo drug/alcohol/substance test, upon failure of which, the Firm reserves the right to immediately terminate your employment. The Employee hereby consents to all background checks as may be deemed necessary by the Firm. The Firm reserves the right to use an outside agency to execute the same, in accordance with applicable laws.

The provision of this Clause, shall not be subject to the passage of time and the fact that either party has commenced performance of this contract (including the payment of wages) shall not be taken as a waiver of the above mentioned conditions and the Firm reserves the right to terminate your employment forthwith if the above conditions remain unsatisfied despite good faith attempts by the Firm to complete them.

- 1.4. **Probation Period:** The Employee will be on probation for a period **3 (three) months** from the Joining Date. The Firm may, at its sole discretion, extend the Probation Period by issuing a written notice for such extension for such period as the Firm deems appropriate. Upon completion of the Probation Period, the Firm will not be required to issue a separate letter confirming the Employee and the Employee shall be deemed confirmed in the absence of any written communication otherwise.

During the Probation Period, the Firm may choose to terminate the Agreement, which termination would be effective after **1 (one) month** from the date of the termination notice served to the Employee in this regard. Alternatively, the Firm may terminate the Employee's employment with immediate effect, upon giving the Employee 1 (one) month's salary in lieu of notice or pro-rated salary for the balance notice period in case the Employee has been required to work during the notice period. The Employee may resign during the Probation Period, which resignation would be effective after **1 (one) month** from the date of resignation; provided, the Firm may, at its sole discretion, permit the Employee to leave service during the notice period without any salary in lieu or pro-rated salary for the balance notice period. However, where the Employee without the express written approval of the Firm, fails to serve the entire notice period, the Firm shall be entitled to recover from the Employee including by way of deduction from the full and final settlement, compensation for the unserved notice period.

- 1.5. The Employee shall perform various duties and undertake various responsibilities in this respect, and devote their whole time and attention to the Business, to the best of their skills and abilities.

- 1.6. The Employee agrees, acknowledges and represents to the Firm that:

1.6.1. (i) he/she has been provided with a copy of this Agreement for review prior to signing it; (ii) that

he/she has reviewed the Agreement and that he understands the terms, purposes and effects of this Agreement; (iii) he/she has signed the Agreement only after having had the opportunity to seek clarifications; (iv) he/she has been given a signed copy of this Agreement for his/her own records; (v) he/she has not been subjected to duress or undue influence of any kind to execute this Agreement and this Agreement will not impose an undue hardship upon him/her; (vi) he/she has executed this Agreement of his/her own free will and without relying upon any statements made by the Firm or any of its representatives, agents or employees; (vii) this Agreement is in all respects reasonable and necessary to protect the legitimate business interests of the Firm; (viii) he/she has all requisite power and authority, and does not require the consent of any third party to enter into this Agreement and grant the rights provided herein; (ix) the execution, delivery, and performance of this Agreement by him/her does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which he/she is a party or any judgment, order or decree to which he/she is subject; (x) he/she is not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other Person; and (xi) the services performed by him/her and all items and/or materials furnished by him/her in connection with or as a result of such services shall not infringe upon or violate the personal, civil or property rights, or the rights of privacy of, or constitute a libel, slander or unfair competition against or violate or infringe upon any common law right, copyright, trademark, trade name or patent or any other right of any person or entity;

1.6.2. he/she will not execute any instrument or grant or transfer any rights, titles and interests inconsistent with the terms and conditions of this Agreement; and

1.6.3. he/she is legally permitted to be employed in India.

1.7. Data Protection

1.7.1. The Firm obtains and processes employee personal data, including sensitive personal data/information as defined under the applicable data protection laws (collectively the “personal data”) for a variety of personnel administration and employee, work and general business management purposes in connection with your employment: for instance, to enable the Firm to observe or provide you with your rights, benefits, and entitlements as an employee and other employment conditions agreed upon (such as determining and paying salary, pension, annual leave, and any contractual benefits, to the extent that any of these apply to you). The Firm complies with all reasonable security practices and procedures prescribed under the applicable laws (as described in the Firm data security policy) in all its dealing with employee personal data.

- 1.7.2. The Firm may also, from time to time, disclose such personal data in connection with the above purposes to third parties that provide products or services to the Firm (such as financial services providers who administer employee benefits schemes and information technology systems support providers)

2. COMPENSATION AND BENEFITS

- 2.1. Employee will receive the remuneration as per the details set out below:

2.1.1. Total Fixed Pay (TFP): The Total Fixed Pay would be **INR 400,000**. The detailed break-up of the annual compensation offered to the Employee is outlined in Appendix B to this letter.

2.1.2. The Firm's annual salary review normally takes place in month of **January**. The date of such reviews is determined by the Firm in its sole discretion. The review of salaries does not mean that there is any entitlement to an increase in wages. The next salary review will be in **January 2024**.

2.1.3. The Employee may be paid a discretionary bonus of such amount (if any) as the Firm shall determine from time to time at its absolute discretion (without obligation) subject to your performance standards and provided that your eligibility to be considered for a bonus is always conditional upon you remaining in the Firm's employment and not having served or received notice of termination of employment on the date on or before which such bonus would become due for payment.

2.1.4. Annual Leave: The Employee will be entitled to annual leave in accordance with the Firm policy.

2.1.5. Benefits: The Employee shall be entitled to benefits as determined by the Firm in accordance with the Firm policy.

2.1.6. The Firm may withhold from any amounts payable under the Agreement such statutory deductions and withholding taxes as may be required in accordance with applicable legislation in force from time to time. Subject to existing laws, Employee consents to and acknowledges that the Firm has the right to deduct from his pay any sums that Employee owes the Firm, including but not restricted to any overpayments.

- 2.2. It is understood that the compensation details are personal and strictly confidential and employee agrees not to disclose his compensation details to anyone, internally or externally.

3. EVIDENCE OF RIGHT TO WORK, LICENCES, PERMISSIONS etc

This Contract is subject to the Employee obtaining and maintaining the necessary licenses, accreditations, certificates, work permit, visa, permission or registrations, ("the Permissions") that (a) the Employee is

required to possess by any relevant professional or regulatory body or statute, rule or regulation in order to perform their duties under this contract or (b) the Firm requires the Employee to possess. The Firm reserves the right to terminate the employment immediately without any requirement to give compensation to the extent not prohibited by law, should the Employee fail to obtain and maintain any such Permissions.

4. SEPARATION

- 4.1. Resignation by the Employee: Post the completion of the Probation Period, upon the Employee intimating the Firm, in writing, of his resignation from the employment of the Firm, such resignation would come into effect only after the Employee completes serving his notice period of **3 (three) months**. The Firm may, at its sole discretion, permit the Employee to leave during the notice period without deducting any salary in lieu or pro-rated salary for the balance notice period. However, where the Employee without the express written approval of the Firm, fails to serve the entire notice period, the Firm shall be entitled to recover from the Employee including by way of deduction from the full and final settlement, compensation for the unserved notice period. In relation to this clause, “**Termination Date**” means the date on which the notice period expires or the date on which the Employee is asked to discontinue service, whichever is earlier.
- 4.2. Termination by the Firm without cause: Post the completion of the Probation Period, the Firm may terminate this Agreement, with or without cause, upon written notice of termination to the Employee. The termination would be effective after **3 (three) months** from the date of such notice (hereinafter referred to as the “**Notice Period**”). Alternatively, the Firm may terminate the Agreement, upon giving the Employee **3 (three) months’** salary in lieu of the Notice Period or pro-rated salary for the balance Notice Period in case the Employee has been permitted to work during the Notice Period. In relation to this clause, “**Termination Date**” means the date on which the Notice Period expires or the date on which the Employee is asked to discontinue service, whichever is earlier.
- 4.3. Termination by the Firm for cause: Notwithstanding anything contained elsewhere in the Agreement and in addition to the causes provided in the applicable law, the following are sufficient causes for the Firm to terminate the employment with immediate effect:
- 4.3.1. Failure to meet the performance target and expectations set by the Firm or any other cases of unsatisfactory performance;
 - 4.3.2. Employee’s failure to comply with the terms of this Employment Agreement;
 - 4.3.3. Employee’s failure to comply with the Firm’s Code of Conduct and other applicable procedures, rules, regulations and policies of the Firm;

- 4.3.4. fraudulent, dishonest or undisciplined conduct;
- 4.3.5. breach of integrity by Employee or lack of trust / confidence in Employee;
- 4.3.6. embezzlement, or misappropriation or misuse or causing damage to the Firm's property;
- 4.3.7. Employee's insolvency or conviction for any offence involving moral turpitude
- 4.3.8. irregularity in attendance, or his/her unauthorized or unapproved absence from the place of work for more than seven (7) consecutive working days,
- 4.3.9. the Employee conducting himself in a manner which is regarded by the Firm as prejudicial to its own interests or to the interests of its clients
- 4.3.10. gross, willful and persistent misconduct by the Employee involving the property, business or affairs of the Firm or the carrying out of your duties.
- 4.3.11. Any other ground on which the Firm would be entitled to terminate the Employee's employment without notice.

For termination of the Agreement by the Firm pursuant to this Clause 4.3, "**Termination Date**" means the date of termination of employment.

- 4.4. After notice to terminate employment has been given by the Firm or the Employee, the Firm may in its absolute discretion, for all or any part of the notice period (the "Garden Leave Period"):
- relieve the Employee of any of their duties;
 - assign the Employee reduced or alternative duties;
 - prohibit contact and/or dealings between the Employee and clients, customers and/or such employees of the Firm as the Firm may in its absolute discretion determine; and/or
 - exclude the Employee from any offices of the Firm.

Such action shall not constitute a breach of this Contract of employment nor shall the Employee have any claim against the Firm in respect of such action.

During the Garden Leave Period, the Employee shall, if required by the Firm, remain readily contactable and available for work. If so requested, the Employee shall report for work at such time and place as the Firm may require.

The Employee's obligations as an employee, including their duties of fidelity and confidentiality, will continue throughout the Garden Leave Period.

- 4.5. Termination upon Total Permanent Disability or Death of Employee: The Firm shall have a right to terminate the Agreement upon Employee's total permanent disability or death. In relation to this Clause 4.5, "**Termination Date**" means the date of permanent disability or death.
- 4.6. Following termination of the Employment Agreement, the Employee shall fully cooperate with the Firm in all matters relating to the winding up of pending work on behalf of the Firm and the orderly transfer of work to other employees of the Firm. The Employee agrees that all property, including, without limitation, all equipment, tangible proprietary information documents, records, reports, note, contracts, lists, computer disk (and other computer-generated files and data), papers, drawings, notes, manuals, specifications, design, devices, codes, emails, documents, diskettes and any other information stored on any material /medium whether containing confidential information and intellectual property of the Firm, or otherwise belonging to the Firm, keys, access cards, credit cards, identification cards and copies thereof, created on any medium and furnished to, obtained by, or prepared by the Employee in the course of or incident to the employment, belongs to the Firm and shall be returned promptly to the Firm upon termination of the employment.
- 4.7. If, during the Employee's employment under this Agreement, the Employee becomes indebted to the Firm for any reason, such as but not limited to unpaid credit or telephone card charges, misuse or misappropriation of the Firm's assets or any other amounts that may be due to the Firm, the Firm may, if it so elects, set off any sum due to the Firm from the Employee against the compensation payable to the Employee and collect any remaining balance from them.
- 4.8. If the employment of the Employee is terminated by reason of the liquidation of the Firm for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of the Firm or any other corporate action (including a transfer of establishment / unit / undertaking) and the Employee shall have been offered employment with the Firm succeeding to the Firm upon such event on terms no less favorable to the Employee than the terms in effect under this Agreement then the Employee shall have no legal or contractual claim against the Firm by reason of the termination of the employment.

5. **SUSPENSION**

The Firm reserves the right at any time during the employment to exclude the Employee from the premises of the Firm and require them not to attend work and/or not to undertake any or all of their duties, with or without pay, in accordance with applicable law ("Suspension Period").

During the Suspension Period, the Employee shall remain readily contactable by the Firm and, if so requested, the Employee shall report for work at such time and place as the Firm may require. The Employee's obligations, including your duties of fidelity and confidentiality will continue through the

Suspension Period.

6. RETIREMENT

The Employee must provide the Firm with proof of date of birth to be recorded with the Firm and this date will be considered as authentic for all purposes throughout their service. The Employee will automatically retire from service on attaining the age of 58. Upon retirement, the Employee shall not be entitled to any additional compensation/benefit except admissible under the statutes and/or as per the Firm policy.

7. RESTRICTIVE COVENANTS

7.1. Employee agrees to communicate to the Firm promptly and fully all discoveries, improvements, and inventions made or conceived by Employee (either solely or jointly with others) during his employment which are along the lines of the actual or anticipated business, work or inventions of the Firm or which result from or are suggested by any work Employee may do for the Firm; and such discoveries, improvements or inventions, whether or not they contain intellectual property rights capable of protection, shall be and at all times remain the sole and exclusive property of the Firm. The Employee hereby irrevocably, absolutely and perpetually assigns to the Firm worldwide rights in respect of all of the Employee's right, title, and interest, including IPRs, in respect of the Employee's Contribution, free from encumbrances of any kind for the full term of each and every such right, including renewal or extension of any such term. To the extent any assignment of the Employee's Contribution cannot be made to the Firm or its designees, at present, the Employee hereby irrevocably, absolutely and perpetually agrees to assign to Firm or its designees, all of the Employee's right, title and interest including IPRs therein or any part thereof. For the purposes of this clause:

"Employee's Contribution" means intellectual property or parts thereof, conceived, developed, or otherwise made by Employee, alone or jointly with others and in any way relating to the Firm's present or proposed products, programs or services or to tasks or projects assigned to Employee, or for the Firm's clients during the course of Employee's employment with the Firm, whether or not made during the Employee's regular working hours or whether or not made on the Firm's premises.

"Intellectual Property Rights" or **"IPRs"** include (i) all rights, title, and interest under any statute or under common law including patent rights; copyrights including moral rights; and any similar rights in respect of intellectual property, anywhere in the world, whether negotiable or not; (ii) any licenses, permissions and grants in connection therewith; (iii) applications for any of the foregoing and the right to apply for them in any part of the world; (iv) right to obtain and hold appropriate registrations in intellectual property and, (v) all extensions and renewals thereof (vi) causes of action in the past, present or future, related thereto

including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same.

- 7.2. In the course of the employment, the Employee may be handling confidential and sensitive information. The Employee shall not disclose any confidential information to any other party unless authorized in writing to do so by the immediate superior, violation of which shall result to immediate termination. All information related to the Firm, its services and clients are presumed confidential and sensitive information.
- 7.3. The prohibition to disclose confidential and sensitive information shall apply even after the severance of employer-employee relationship, violation of which shall entitle the Firm to liquidated damages in the amount of *INR 300,000* against the Employee. This amount may change as may be ascertained in court if found inequitable to either party.
- 7.4. The Employee shall declare any issues or conflict of interest immediately upon his discovery of the existence of such conflicts. Failure to declare such circumstances, or the Firm's discovery of the existence of such conflicts before the declaration, shall be sufficient ground for termination.
- 7.5. The Employee agrees to devote all working hours to the Firm and to refrain, during your employment with the Firm, from working for another employer or engaging in other business, whether within or outside of his/her working hours, without the prior written consent of the Firm.
- 7.6. Notwithstanding anything contained elsewhere in this Agreement, the Employee shall not: (a) canvass or solicit business from any person who was a client of the Firm, unless that person is already an existing client of his/her new employer prior to your assumption of employment; OR (b) employ or attempt to employ or engage in any discussion or negotiation or assist in the employment of any person who was employed by the Firm, at the date of the cessation of the Employee's employment or who was so employed at any time during the three (3) months preceding the Employee's employment with the Firm.

8. LEGAL CONSTRUCTION

- 8.1. All notices, requests and other communications hereunder must be in writing and will be deemed to have been duly given only if delivered personally or mailed (first class postage prepaid) or by electronic mail to the Parties at the following addresses:

If to the Firm:

Attention: Human Resources Department

Email: MyHR@Citco.com

If to the Employee:

Attention: **Kame Abhilash Kumar**

Address: **H.No.10-1-153, Golden Mile Colony, Kokapet Village, Narsingi Municipality, Gandipet Mandal, Ranga Reddy Dist, Telangana-500075 India**

Email: **a1bhilashkumar@gmail.com**

All such notices, requests and other communications will if delivered personally or by mail to the address as provided in this Clause, or if delivered by electronic mail to the email address as provided in this Clause, be deemed given upon delivery. The Firm and the Employee from time to time may change its address or other information for the purpose of notices to that Party by giving notice specifying such change to the other party hereto.

- 8.2. This Agreement contains the entire agreement between the parties, superseding in all respects any and all prior oral or written agreements or understandings pertaining to the employment of the Employee by the Firm and shall be amended or modified only by written instrument signed by both parties hereto. In case of any conflict between this Agreement and any other document (including the Employee Handbook, policies, rules etc.), this Agreement shall prevail.

However, any subsequent variations by the Firm to any terms, conditions, rules or regulations (including the terms set out in the Employee Handbook) will prevail and be applicable to the Employee.

- 8.3. This Agreement is personal in its nature and Employee shall not assign or transfer this Agreement or any rights, duties or obligations hereunder. The Employee acknowledges and agrees that the Firm may assign any of its rights under this Agreement to any person or entity.
- 8.4. The Employee represents and warrants that he will not execute any instrument or grant or transfer any rights, titles and interests inconsistent with the terms and conditions of this Agreement. The Employee further represents that such obligations and contractual arrangements that have a bearing on his employment with the Firm have been disclosed to the Firm.
- 8.5. Termination of this Agreement shall not affect the provisions set out in Clause 7 (*Restrictive Covenants*) and Clause 8.7 (*Governing Law and Jurisdiction*) of the Agreement.
- 8.6. If any of the terms and conditions stipulated in this Employment Agreement becomes or is held to be invalid, illegal or unenforceable in any respect under the law, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired.
- 8.7. Governing Law and Jurisdiction: This Agreement shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Agreement. The Parties irrevocably submit to the exclusive jurisdiction of any competent courts situated at Hyderabad and waive

any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

9. COUNTERPARTS AND ELECTRONIC SIGNATURES

9.1. This Agreement may be executed in one or more counterparts, each of which when executed shall be deemed to be an original instrument and all of which taken together shall constitute one and the same agreement. The parties acknowledge and agree that this Agreement may be executed by electronic signature. Each party agrees that the electronic signatures, whether digital or encrypted, of the parties included in this Agreement are intended to authenticate this writing and to have the same force and effect as manual signatures. Delivery of a copy of this Agreement or any other document contemplated hereby bearing an original or electronic signature by electronic mail in "portable document format" (".pdf") form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature.

Citco Group Services (India) LLP
operating through its Hyderabad branch

DocuSigned by:
Mahesh Inamdar
60EDAE6B3C464DE...

Mahesh Inamdar

Authorised Signatory

DocuSigned by:
Ashwin Mohanchandran
A8AC99128B7B46F

Ashwin Mohanchandran

Authorised Signatory

Agreed and accepted:

Kame Abhilash Kumar

Date:

APPENDIX A

Pre employment checks would entail all of the below :

Documents to be submitted within 3 days of receipt of Offer Letter

- Passport / PAN Card copy (In case you do not have PAN, apply immediately and provide copy of PAN on or before date of joining)
- Aadhar Card (In case you do not have Aadhar, apply immediately and provide copy of Aadhar on or before date of joining)
- Address proof
- Education Documents – Supporting degree certificates/mark sheets for relevant education stated in resume (for 2 highest educational qualifications)
- Employment Documents – Relieving Letter /Service certificate (on company letterhead) with employee id/number - for last 5 years / last 3 employer documents

Please note only after you submit all these documents you will be on boarded, any delay in submitting your documents will impact your date of joining.

On the Date of Joining :

Documents to be submitted

- 2 passport size photos
- Relieving letter / service letter from the last employer/resignation acceptance/copy of full and final settlement
- Cancelled cheque - (To be considered for salary credit)
 - a) Account should be active
 - b) Name should be printed on the cancelled cheque

APPENDIX B

Compensation & Benefits

Name	Kame Abhilash Kumar
Citco Business	Loan Operations
Designation	Analyst
Grade	9
Location	Hyderabad
Earning Details in Citco	Amount (INR/Annum)
Basic Salary	180,000
House Rent Allowance (HRA)	90,000
Supplementary Allowance	108,400
Employer Provident Fund	21,600
Total Fixed Pay	400,000

From the Supplementary Allowance component, you can select your own benefits as per your personal preference from the below mentioned components that will constitute your Basket of Benefits.

The components and their eligibilities under the Basket of Benefits are subject to change as per maximum permissible limits under the Income Tax Act.

Basket of Benefits	LTA
	Food Card
	Telephone Allowance
	National Pension Scheme (NPS)

You will be eligible for Gratuity as per the provisions of applicable law i.e. the Payment of Gratuity Act, 1972.

You will be eligible for Health Insurance benefits offered by the Firm as per policy.

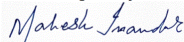
Additional benefits may be provided as per Firm guidelines and employee handbook.

Yours sincerely,

Citco Group Services (India) LLP

operating through its Hyderabad branch

DocuSigned by:



60EDAE6B3C464DE...

Mahesh Inamdar

Authorised Signatory

DocuSigned by:



A8AC99128B7B46E...

Ashwin Mohanchandran

Authorised Signatory

Certificate Of Completion

Envelope Id: DAC0977FE1E64D0DA38EBD27C297B722	Status: Sent
Subject: Contract of Employment_ Kame Abhilash Kumar _24th Jul 2023_HYD	
Division: Group HR	
Client Name:	
Region: India	
Source Envelope:	
Document Pages: 15	Signatures: 6
Certificate Pages: 2	Initials: 0
AutoNav: Enabled	
Enveloped Stamping: Enabled	
Time Zone: (UTC+01:00) Amsterdam, Berlin, Bern, Rome, Stockholm, Vienna	
	Envelope Originator: Sudha Babu Manga 89 Nexus Way, 2nd Floor Camana Bay KY1-1205 Grand Cayman, Grand Cayman KY1-1205 SManga@citco.com IP Address: 77.246.133.243

Record Tracking

Status: Original 6/27/2023 4:33:08 PM	Holder: Sudha Babu Manga SManga@citco.com	Location: DocuSign
--	--	--------------------

Signer Events

Mahesh Inamdar
MInamdar@citco.com
Citco Shared Services (India) Private Limited
Security Level: Email, Account Authentication (None), Authentication

Signature

DocuSigned by:

60EDA6E6B3C464DE...
Signature Adoption: Uploaded Signature Image
Using IP Address: 77.246.133.244

Timestamp


Sent: 6/27/2023 4:37:49 PM
Viewed: 6/28/2023 6:18:41 PM
Signed: 6/28/2023 6:18:47 PM

Authentication Details

SMS Auth:
Transaction: 2678e03f-8519-4a85-92ee-a23dd666854b
Result: passed
Vendor ID: TeleSign
Type: SMSAuth
Performed: 6/28/2023 6:18:32 PM
Phone: +91 99400 86264

Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Ashwin Mohanchandran
AMohanchandran@citco.com
Security Level: Email, Account Authentication (None), Authentication

DocuSigned by:

A8AC99128B7B46F...
Signature Adoption: Uploaded Signature Image
Using IP Address: 77.246.133.244

Sent: 6/28/2023 6:18:51 PM
Viewed: 6/29/2023 7:14:28 AM
Signed: 6/29/2023 7:14:43 AM

Authentication Details

SMS Auth:
Transaction: 42117f22-8592-4e05-93a0-f6989ef7e47d
Result: passed
Vendor ID: TeleSign
Type: SMSAuth
Performed: 6/29/2023 7:14:20 AM
Phone: +91 98231 09212

Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Kame Abhilash Kumar
a1bhilashkumar@gmail.com
Security Level: Email, Account Authentication (None)

Sent: 6/29/2023 7:14:47 AM
Viewed: 6/29/2023 3:40:04 PM

Signer Events	Signature	Timestamp
Electronic Record and Signature Disclosure: Not Offered via DocuSign		
In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Offer Management Team India offermanagementteamindia@citco.com Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign MyHR MyHR@citco.com Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	<div style="border: 2px solid blue; padding: 5px; display: inline-block;">COPIED</div>	Sent: 6/27/2023 4:37:49 PM
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	6/27/2023 4:37:49 PM
Certified Delivered	Security Checked	6/29/2023 3:40:04 PM
Payment Events	Status	Timestamps

Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA <pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in <pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>;DONTHA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>

Date: Thu, Oct 13, 2022 at 5:00 PM

Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews

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

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>

Date: 13 October 2022 at 3:07:14 PM IST

To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in" <damanjeet_sms@cbit.ac.in>

Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

205

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.

BERKADIA

Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com
Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that enclosed list has students who qualified the Assessment Test and will be scheduled for personal Interview.

We will be conducting the Personal Interviews on 12th Oct 10.30am at campus, Kindly confirm on the same .

Request you to share the resumes of these 50 shortlisted candidates.

Regards

Vijay

BERKADIA

Vijay Chityala

ASSISTANT VICE PRESIDENT



9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy

Hyderabad, TS 500019

O [+91 \(40\) 67170203](tel:+914067170203) | **M** [+91 \(773\) 0860888](tel:+917730860888) | vijay.chityala@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

[Let us find your next investment! Visit our property acquisition portal and update your acquisition criteria today.](#)

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587



KPMG Global Delivery Centre Private Limited

RMZ Ecoworld,
6th Floor, Campus 7,
Devarabeesanahalli, Outer Ring Road,
Bengaluru - 560 103, India

Telephone: +91 80 6132 6100

14 June 2023

**Bhavana P Mahindra
OLD MIG 2232, BHEL,
Hyderabad-502032**

Dear Bhavana,

On behalf of **KPMG Global Delivery Center Private Limited** (the 'Company'/ 'Firm'/ 'Employer'), I am pleased to offer you the position of **Associate 1** in **Audit** with the Company. You will be reporting to **Kishore Pigilam** or such other person as authorized by the Company.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **04 September 2023**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the 'Probation Period') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('Company Policy'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the 'Confirmation Letter'). The Company may at its discretion, extend the probationary period for a further period if the situation demands. Until such Confirmation Letter is issued, you are deemed to be on probation.

Provisional Offer

The offer is conditional upon you being eligible to work in India. It will be your responsibility to ensure that you continue to be eligible to work in India during the course of your employment. This offer is subject to the successful completion of the academic course which you are currently pursuing..

The offer also is subject to your completion of, to the Company's satisfaction, comprehensive background screening procedures, including without limitation, education, employment, residence, identity and other verifications; criminal records and civil database checks; and various compliance authority checks. You agree to provide to the Company and/or any background screening service provider of the Company all information necessary to conduct such background screening procedures within 5 days, and hereby represents and warrants that such information provided is and will be accurate and complete. You further consent to the collection, storage and independent verification of the information provided to the Company and/or any background screening service provider of the Company by the Employee for such

© 2022 KPMG Global Delivery Center Private Limited, a company incorporated under the laws of India and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited ("KPMG International"), a private English company limited by guarantee. All rights reserved. The KPMG name and logo are registered trademarks or trademarks of KPMG International..

Registered Office:
RMZ Ecoworld
Campus 7, Floor 6, Devarabeesanahalli
Outer Ring Road, Bangalore 560103,
Karnataka , India

CIN U74110KA2003PTC031646



employment purposes in terms of Clause 12 of this Agreement.

In the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed by you, the same shall constitute breach of discipline and your services will be liable to be terminated with immediate effect without notice and with no liability to make any further payment to you.

The terms and conditions of your employment with the Company shall be as follows:

1. Your General Duties

- 1.1. Your immediate Performance Manager will communicate the details of your role and work responsibilities in the initial weeks of joining the Company. During your employment, the Company may require you to work on any project that you are assigned to, or any technical platforms/ skills and nature of the project, in differentiated work timings, at designated workspace and location as may be decided by the Company.
- 1.2. In addition to the roles and work responsibilities, you hereby undertake to, at all times:
 - a. Comply with Independence and Risk Policies applicable to personnel in all functions. The joining pack and welcome mail from your Human Resources Manager will provide you with all the information you need as a new joiner to be independent in your personal financial relationships. The Company's independence and risk policies apply to personnel in all functions irrespective of the entity to which you belong to. Additional restrictions apply to partners and directors as per local regulations. You are requested to familiarize yourself with the Company's independence and other risk policies on joining and complete the related procedures within the timelines set out for each. In the event you do not comply with our independence and risk policies and procedures, you may be subject to disciplinary action including financial penalties including termination of your employment under Clause 11 below. Please refer to Annexure 3 for further details.
 - b. Comply with Prevention of Insider Trading policy- you shall not, without prior written permission of the Company, purchase, sell or deal in, at any time either during your employment with the Company or thereafter, any securities issued by any past, present or prospective customer/client of the Company in respect of which you have obtained privileged information by virtue of or in connection with your employment with the Company.
 - c. Comply with the Company's policies at all times and to abide by the provisions of the policies as amended from time to time. Any non-compliance or breach will be subject to disciplinary action pursuant to Clause 11 below. The terms of the Company's policies shall form part and parcel of this Agreement.



- d. Comply with Social Media Policy: You shall ensure compliance with the Social Media policy of the Company as amended from time to time. Additionally, it is important that you use only the correct legal name of the entity with which you are employed on all the social media platforms. Any non-compliance of the Social Media policy of the Company, including any direct or indirect reference to an entity name, other than the name of your employer at the relevant time, shall be construed as a misconduct in terms of the Company's policies and shall be subject to the Company's disciplinary process.
- e. Disclosure and Personal Conflicts: In addition to your obligations under the Company's policies, you shall ensure that there is no personal conflict in performance of your duties, and you shall promptly notify the Company in case you perceive any personal conflict while discharging any of your duties. Further, you shall ensure that you comply with all Company's policies at all times in this regard. 'Personal Conflict' shall mean where an employee has a personal connection with the client/target/sub-contractor/vendor/supplier, etc., which may interfere, or may be perceived to interfere, with their ability to remain objective/independent, or where they are personally in possession or have access to confidential information relating to any party or transaction and which can be used to gain any undue advantage or benefit in respect of which the employee is involved or likely to be involved for provision of services. Any non-compliance of this clause shall be construed as a misconduct and shall be subject to the Company's disciplinary process.

2. Compensation

- 2.1. Your total fixed Compensation shall be INR **500000/- (Rupees Five Lakh)** per annum, payable monthly in arrears as detailed in Annexure 1.
- 2.2. In addition to the basic salary mentioned above, you shall be entitled to certain additional allowances and benefits which are further listed in Annexure 1 and 2 below.
- 2.3. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.
- 2.4. As per the prevalent policy any employee joining on or before 31st March of the ongoing performance year, will be eligible to be considered for annual fixed salary increase (increment), subject to their rating in respect of the relevant performance year and being in active employment (and not serving notice) of the Company on the date of issuance of the increment letter.
- 2.5. Any employee joining on or before 30 June of the relevant performance year, will be eligible to be considered for the year-end review and performance incentive, subject to their rating in respect of the relevant performance year and being in



active employment (and not serving notice) of the Company on the date of disbursement of performance incentive.

3. Working Hours

- 3.1. Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

You will be required to work **(8)** hours a day excluding thirty (30) minutes break for lunch. The Company practices a forty (40) hours workweek. Subject to the applicable law, work timings, schedules and shifts may vary from time to time based on customer service requirements and depending upon exigencies of business, as specified by the Company from time to time. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

4. Location and Travel

- 4.1. You shall be based in Bangalore and can be transferred to any other office of the Company at any other place or city in India or outside India, as decided by the Company from time to time.
- 4.2. You shall travel to such places, within or outside India, as the Company may from time to time require in relation to the Company's business.

5. Leaves and Holidays

- 5.1. You shall be entitled to 22 days (working days) in a performance year in accordance with the Company Policy subject to the applicable law.
- 5.2. In addition to the above, you will also be entitled to statutory holidays, as may be notified in the list of holidays to be issued by the Company at the start of calendar year.
- 5.3. You are also entitled to other leaves such as Well-being/Sick leave, compassionate leave, family caregiver leave etc which are more detailed in the Company's policies.
- 5.4. Maternity Benefits [For Women employees only]: You shall be entitled to maternity leave of 26 weeks (182 days) of which 08 weeks (56 days) can be availed prior to expected date of delivery and 18 weeks (126 days) after the delivery. During such leave, you shall be entitled to your full Compensation along with Other Entitlements that are made available in terms of this Agreement. It is clarified that any claim to the aforementioned maternity benefits shall remain subject to provisions of the Maternity Benefit Act, 1961 as may be amended from time to time.



5.5. Leave Beyond Entitlement: If upon termination you have taken more leaves than your entitlement, you will be required to reimburse the Company in respect of the excess days taken and the Company is authorized to make deductions in respect of the same from your final salary payment. In the event such deductions exceed the final salary payment to you, you shall pay such outstanding amount to the Company.

6. Confidential Information

6.1. For the purposes of this Agreement, 'Confidential Information' in relation to the Company means:-

- a. trade secrets.
- b. lists or details of its suppliers, their services, or customers and the services and their terms of business.
- c. prices charged to and terms of business with clients.
- d. marketing plans and revenue forecasts.
- e. any proposals relating to the future of Company or any of its business or any part thereof.
- f. details of its employees and officers and of the remuneration and other benefits paid to them.
- g. any company or client data/information/records, company policies and procedures, internal communications, databases, training materials, templates, emails, proposals, engagement letters, etc., corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or service, processes, inventions, designs, know how, discoveries, technical/financial specifications and other technical or financial information relating to the creation, production or supply of any past, present or future products or service of the Company, any information given to the Company in confidence by clients/customers, suppliers or other persons and any other information (whether or not recorded in documentary form, or on computer disk or tape) which is confidential or commercially sensitive and is not in the public domain.
- h. any other information which is notified to you as confidential or which by its nature is confidential.



- 6.2. You shall not, either during your employment or at any time thereafter, except as required by law or otherwise specifically approved, use, divulge, copy, quote, refer or disclose to any third party or send, upload, transfer, transmit to yourself on any email address, including by use of official and/or personal email account, external storage devices (e.g. USB, flash drives, SD card, external hard disk), upload on cloud storage (e.g. Google Drive, One Drive etc.), unofficial/unauthorized collaboration sites or third party messaging applications (e.g. Whatsapp, Telegram etc.) or in any other manner whatsoever, any sensitive and/or Confidential Information, whether in whole or in part, which may have come to your possession or knowledge at any time during the course of your employment with the Company. Any non-compliance of this obligation shall be construed as a misconduct in terms of the Company's policies and shall be subject to the Company's disciplinary process. You shall also ensure that you comply with all Company policies at all times in this regard. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault.
- 6.3. You agree not to use any Confidential Information (as defined above) disclosed to you by the Company or its affiliates, during the course of employment or at any time thereafter, except as required by law, use, divulge or disclose to any person any Confidential Information, which may have come to your knowledge at any time during the course of your employment with the Company. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault. You agree to take all reasonable measures to protect the secrecy of and avoid disclosure or use of Confidential Information of the Company, in order to prevent it from coming in public domain or in the possession of persons other than those persons authorized to have any such information. You further agree to forthwith notify the Company in writing of any actual or suspected misuse, misappropriation or unauthorized disclosure of the Company's Confidential Information which may come to your attention.
- 6.4. You agree, except as otherwise expressly authorized by the Company, not to make any copies or duplicates of any of the Company's Confidential Information. Any materials or documents that have been furnished by the Company to you in connection with the employment relationship shall be promptly returned by you to the Company, accompanied by all the copies of such documentation, with ten days from the (a) termination of employment or (b) written request of the Company.
- 6.5. This obligation shall be valid for the time of the employment relationship as well as after its termination, regardless of the reason for the termination of the Agreement.

7. Intellectual Property

- 7.1. You acknowledge that the Company is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, marketing, manufacturing, distribution or other business related information or trade secrets of



the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the Company. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

- 7.2. You acknowledge that the Company shall own all rights, title and interest including copyright in any work created by you in course of your employment with the Company. To the extent such rights do not vest immediately in the Company, you agree to and irrevocably and unconditionally assign to the Company all your rights, title and interest including copyright in such works for adequate consideration, receipt whereof you hereby acknowledge. You agree to execute such other documents, as may be required by the Company, for recording the Company as the owner of such works at the Company's cost and expense.

8. External Employment Conditions

- 8.1. During the course of your employment, you will not undertake any other employment or engage in any external activities of a commercial nature without prior written approval of the Company. You will be required to effectively carry out all duties, responsibilities and obligations assigned to you by your manager and/or others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to an annual appraisal by your Performance Manager.

9. Indemnity

- 9.1. You acknowledge and agree that you shall indemnify and keep the Company indemnified at all times from all losses, costs, expenses and damages caused to or incurred by the Company directly or indirectly due to any breach of the terms of your employment including the Company's policies.
- 9.2. In addition to the above, in case of breach of any of the obligations relating to confidentiality intellectual property rights, the Company will be entitled to obtain appropriate injunctive relief or other equitable remedies against you.
- 9.3. The above rights of the Company are not the sole and exclusive remedy and are in addition to any other rights the Company may have either under law or in contract or by operation of any other policy/document.

10. Retirement

- 10.1. The retirement age for the Company currently is 60 years. Please refer to the company's policy for further details.

11. Termination



- 11.1. During the Probation Period, the Company may terminate this Agreement without assigning any reasons upon 60 days prior written notice or payment of salary in lieu thereof, at the discretion of the Company. Similarly, during the Probation Period the Employee may also terminate this Agreement without assigning any reasons upon 60 days prior notice in writing or payment by you to the Company of the salary in lieu thereof. In such an event and in addition to 60 days written notice or salary in lieu thereof, the Company shall be entitled to adjust and/or recover from you any joining bonus/sign-on bonus paid to you by the Company at the time of your joining the employment of the Company, as well as the total cost incurred by the Company and/or expenses reimbursed to you by whatever name called (if any), including without limitation, any expense/ cost incurred/expended in connection with your relocation.
- 11.2. Upon your confirmation, either Party shall be free to terminate this Agreement at will and, at any time, with or without cause, upon 60 days prior written notice by the Party desirous of terminating this Agreement or payment of equivalent salary in lieu thereof or a combination thereof, at the discretion of the Company. In case you have received or otherwise entitled to any joining bonus/sign-on bonus and, you exercise the option of terminating this Agreement within the period agreed as per your joining bonus/sign-on bonus letter, or if your employment is terminated by the Company on account of breach of terms of employment and/or policies/procedures applicable to you, you shall be liable to refund to the Company such joining bonus/sign-on bonus as paid to you by the Company which shall be in addition to the 60 days written notice or salary in lieu thereof or a combination thereof. Further, in case any costs have been incurred by the Company or any expenses have been reimbursed to you, including but not limited to any relocation benefits, and you exercise the option of termination this Agreement, or your agreement in terminated by the Company on grounds mentioned above within 12 months of joining, the Company shall in such case also be entitled to adjust and/or recover from you the total cost incurred by the Company and/or expenses reimbursed to you including without limitation, as incurred/expended in connection with your relocation.
- 11.3. In case of termination of employment under Clause 11.1 and 11.2 above, you may be required to go on a paid leave until the end of your notice period at the Company's discretion, which may be adjusted against your leave entitlement, if any, that has accrued and not been taken.
- 11.4. With the exception as laid out in Clause 11.3 above, except where expressly permitted, you shall not be entitled to any leave while serving your notice period under this Agreement.
- 11.5. Notwithstanding anything herein, the Company shall be entitled to terminate this Agreement, without notice and with immediate effect and with no liability to make any further payment to you (other than in respect of amounts accrued due at the date of termination), if you:



- a. fail to satisfactorily complete the Company's background screening checks;
- b. are found to have engaged in any act of misconduct or negligence in the discharge of his/ her duties or in the conduct of the Company's business; or
- c. are found to have engaged in any other act or omission, inconsistent with your duties; or
- d. are found to have engaged in any breach of this Agreement, or the Company Policy or lawful orders given to you by the Company;
- e. are convicted of any criminal offence; or,
- f. fail to adhere to the policies of the Company
- g. are found to have engaged in unauthorized absence beyond a period of three (3) days.

11.6. Return of Property

- a. For the purposes of this Clause 11.6, Property means keys, mobile phone, computer equipment, security access cards, all lists of clients or customers, correspondence and all other documents, papers and records (including, without limitation, any records stored or maintained in any form including by electronic means, together with any codes or implements necessary to give full access to such records), system designs, software designs, software programs (in whatever media), presentations, proposals, specifications or Confidential Information which may have been prepared by you or have come into or passed from your possession, custody or control in the course of your employment.
- b. The Employee shall promptly, whenever requested by the Company and in any event upon receipt of notice of termination or termination of employment under this Clause 11, deliver up to the Company all Property and you shall not retain any copies thereof. Title and copyright in the Property shall vest in the Company.

12. Data Protection and retention

- 12.1. The Company (directly and/or through any service provider) shall process your information for legal, personnel, remuneration, pre-employment vetting, administrative



and management and other such purposes subject to the applicable laws. Furthermore, you hereby explicitly consent to the holding and processing of the personal and sensitive personal data as per KPMG Policy.

- 12.2. During the course of your employment, you agree to comply with any policies issued by the Company from time to time relating to Data privacy/ data retention and data protection.

13. Governing Law

- 13.1. This Agreement shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

14. Miscellaneous

- 14.1. Entire Agreement: This Agreement constitutes the entire agreement between the Parties with respect to the subject matter hereof to the exclusion of all other prior agreements, arrangements or understandings and assurances between the Parties, relating to such subject matter either written or oral. Should any terms of this Agreement conflict with any of the terms of the Company's policy, the terms of the Company's policy shall prevail.
- 14.2. Severability: The various provisions of this Agreement are severable and if any provision or identifiable part of it is held to be invalid, unlawful or unenforceable by any tribunal or court of competent jurisdiction, then such unenforceability shall not affect the enforceability of the remainder of this Agreement which shall continue to be valid and enforceable to the fullest extent permitted by law. In such circumstances, the Employer shall determine in good faith to replace any invalid, unlawful or unenforceable clause or provision with a suitable clause or provision which maintains as far as possible the purpose and effect of this Agreement.
- 14.3. Waiver: No failure or delay on the part of any Party in exercising any right or power under this Agreement shall take effect as a waiver of such right or power under this Agreement.
- 14.4. Survival: Upon termination of this Agreement those sections that by their nature are intended to survive termination, rescission or expiration of this Agreement shall so survive, unless otherwise indicated in this Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Company.



If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Company on or before 19-06-2023, failing which, this offer stands automatically withdrawn by the Company without any further notice to you.

Yours Sincerely,

for KPMG Global Delivery Center Private Limited

Partho Bandopadhyay
(Authorized Signatory)

I am pleased to accept the offer contained above.

Bhavana P Mahindra
(Candidate's Name)



ANNEXURE-1

INDICATIVE COMPENSATION PLAN

Bhavana P Mahindra
Associate 1
Bangalore

Compensation Category	Monthly (in INR)	Annual (in INR)
Basic Salary (a)	20833	250000
Flexible Compensation (b) *	18333	220000
Employer Contribution to Provident Fund (c)	2500	30000
Total Cost to Company (a+b+c)	41666	500000

* Flexible Compensation will include minimum 10% of Basic Salary as HRA

- The above is an indicative break-up of the components
- Employee contribution to Provident Fund will be deducted as per the Employee's Provident Fund & Miscellaneous Provisions Act, 1952, subject to your entitlement and the policy of the Company in that regard.
- Equal amount of PF will be deducted from the Cost to the Company as Employee contribution to Provident Fund.
- Gratuity will be governed by the Payment of Gratuity Act.
- Gratuity and Insurance Premium do not feature in the payslip.
- You will be eligible for increment as per the Company Policy only if your joining date is on or before March 31 for the current calendar year.
- You will be eligible for performance bonus as per the Company Policy if your joining date is on or before June 30 for the current calendar year. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.
- Performance Bonus will be payable only subject to your being on the payroll of the Company and not serving notice at the time of disbursement.
- Any amount payable by the Company to you towards Compensation, Other Entitlements and, or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law. All requirements under Indian tax laws, including



tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

- Flexible compensation needs be allocated every year basis the components published by the Company.
- Any statutory deduction shall be made as per applicable laws.

OTHER BENEFITS

Group Medical Insurance: Your family and you are covered to the extent of	INR 400000
Group Personal Accident Insurance: You are covered to the extent of	INR 6000000
Group Term Life Insurance: You are insured to the extent of	INR 1500000
Group Term Life in Lieu of EDLI Policy:	Covered

On your joining the Company you may refer to the Company's policies for further details on the benefits that are available to you.

Kindly refer to Annexure 2 for a breakup of Flexible components you can choose from.



ANNEXURE 2

Compensation Structure	
Fixed Components / Mandatory Components:	
	Associate 1
A Basic Salary	50% of 'Cost to Co.'
B Provident Fund	12% of basic will be deducted from the basic as the employee's contribution towards PF. An equivalent amount (12% of Basic) will be deducted as the employer's contribution from the balance.
The balance of 'Cost to Co.' can be structured using the following options:	
	Associate 1
C1 House Rent Allowance	✓
<p>Ø Minimum 10% of your basic salary will be allocated towards HRA. Ø Maximum HRA which can be allocated is 50% of your basic salary.</p> <p>If an employee wants to avail house rent allowance, the employee should ensure the compliance of the following:</p> <ol style="list-style-type: none"> 1. The employee should furnish a lease deed duly executed by the landlord and tenant, properly witnessed, stamped and notarized. If the period of lease deed is for 12 months or more, it should be registered under the Registration Act. 2. The employee should also provide proper rent receipts issued by the lessor, which should be properly stamped and signed. 3. The employee should provide PAN of landlord in case monthly rent is more than equal to Rs 8,333/- or Rs 1,00,000/- per annum. (This is as per law) 4. The address of the employee given to the Firm and as per the lease deed should be the same. 5. Monthly Rent Paid: 	
Rent Paid	Requirement
More than or equal to Rs. 20,000/-	<ol style="list-style-type: none"> 1. Cheque no., cheque date along with Bank Name 2. Incase of direct bank transfer, bank payment details such as beneficiary bank a/c no., payment date and payment ref. no. 3. PAN of landlord <p>1. All above three are mandatory to be mentioned on rent receipts.</p>
	Associate 1
C2 Car Lease Rentals/Insurance	X
-	

		Associate 1
C3	Andriod / iPhone Handset reimbursement	X
	-	
		Associate 1
C4	Leave Travel Allowance	✓
	Exemption as per IT Rules. Appropriate proof (Original tickets in case of Rail journey; Original ticket and boarding passes in case of Air-Travel) along with payment proof to be submitted. During the period of LTA, the employee needs to be on approved leaves. (For more details, please refer CTC reimbursement policy under Expense Policies)	
		Associate 1
C5	Children's Education Allowance	✓
	Exemption as per IT Rules.	
		Associate 1
C6	Expenses in pursuit of Education	✓
	Subject to prior approval of Performance Manager. Exemption as per IT Rules. Maximum Rs 20,000/- p.a.	
		Associate 1
C7	Meal Vouchers	✓
	Meal vouchers up to a maximum of Rs 15,000/- p.a. for all employees, in the monthly denominations of Rs 500/-, Rs 1000/- or Rs 1250/-	
		Associate 1
C8	Purchase of computer at home	✓
	Rs 33,333/- p.a. for all employees and for 36 months only (Device cost for Rs 1,00,000/-). (For more details, please refer CTC reimbursement policy under Expense Policies)	



INDEPENDENCE REQUIREMENTS FOR NEW JOINERS

- **What is independence and why is it so important?**
- **Do the independence rules apply to me?**
- **When is my family subject to the rules?**
- **What kinds of investments are prohibited for a 'Member of the Firm'?**
- **What kinds of loans are acceptable?**

What Is Independence and Why Is It so Important?

Auditor Independence avoids interests and relationships that might impair objectivity. The SEC, PCAOB, IESBA, AICPA, ICAI and other regulators/oversight bodies have developed basic standards for determining independence. These standards apply to our audit clients.

Do the Independence Rules Apply to Me?

Independence rules apply to all employees, directors and partners of the Firm. However not all of the rules apply to everyone; so it is necessary to understand the independence rules that apply to you.

Please note that all client-facing personnel in the Firm, their spouses and dependents are governed by the independence policies of the Firm that include restrictions on investments in, and loans to or from, restricted entities. Investments include shares, debentures, bonds, mutual funds, portfolio management schemes, etc. In addition you may have restrictions on other financial interests with restricted entities on insurance policies, credit cards, loans, brokerage and bank accounts and spouse and dependent benefit plans. New Joiners should be in compliance with the Independence policies within 14 days of joining.

Two important technical terms identify those persons who need to maintain independence with respect to the Firm's clients. They are ' Member of the Firm ' and ' Covered Person ' . As you will see, all Covered Persons are also Members of the Firm, but all Members of the Firm may or may not be Covered Persons.

'Member of the Firm' - You are a Member of the Firm if you are a partner or a director or a client facing professional, including senior manager, manager or employee or any other professional who directly markets services, or who consults with an engagement team on a



client-specific matter. This includes people who do not face clients directly but deal with client related data from afar. The only exception to these rules are staff who join Administration, Finance function etc. below the level of Director.

If you are a Member of the Firm you will be restricted from investing in, and receiving loans from or making loans to, restricted entities. Members of the Firm may invest in mutual funds if they are not Covered Persons.

Please note that the term 'Member of the Firm' also includes your immediate family members (spouse and dependents). Details are under - When Is My Family Subject to the Rules?

'Covered Person' - You are a Covered Person with respect to a specific client if you (1) participate in the audit engagement, (2) are in the Firm's Chain of Command with respect to the audit engagement; (3) are a partner, director or professional employee having managerial responsibilities who (a) has provided 10 hours or more of non-audit professional services to the audit client for the period beginning on the date such services are first provided and ending on the date of the auditors' report on the financial statements for the fiscal year during which those services are provided, or (b) expects to provide any non-audit professional services to the audit client on a recurring basis; or (4) are a partner or client facing director in the same ' office ' in which the lead audit engagement partner primarily practices in connection with the audit engagement at an issuer level. The term 'Covered Person' also includes immediate family members, as explained in the section titled 'When Is My Family Subject to the Rules?' The Covered Person concept applies to bank accounts, brokerage accounts, insurance products, credit cards, housing and student loans, employment relationships of your family, investments of your spouse or dependents in their employee benefit plans of restricted entities, and investment in mutual funds.

When Is My Family Subject to the Rules?

If you are a Member of the Firm or a Covered Person, your spouse, spousal equivalent and dependents * , whether or not related, are also considered Members of the Firm or Covered Persons. These individuals are called '**immediate family members**' in the independence rules and they are subject to the same independence rules that apply to you. This means their investments, loans, all bank accounts, current and savings accounts, brokerage accounts, insurance policies, credit card balances, spouse or dependent employee benefit plans may affect your independence.

* Dependents are persons and/or their spouses who received more than 50% of their financial support in the past 12 months from you.

In certain instances your '**close family members**' —immediate family members plus your non-dependent parents, non-dependent children and siblings—are also subject to the independence rules. A close family member's employment with an audit client in an accounting role or a financial reporting oversight role, a material and known investment in, or control of an audit



client, may impair the Firm's independence.

What Kinds of Investments Are Prohibited For a 'Member of the Firm'?

As a Member of the Firm, you (and your immediate family members) generally may not own (or be committed to acquire) any direct or material indirect financial interest in a restricted entity. Examples of financial interests include equity and preference shares, debentures, bonds and deposits, shares in a mutual fund, partnership units, stock rights, options or warrants to acquire an interest in an entity, or rights of participation such as puts, calls, or straddles.

In addition:

If you own or your immediate family member owns shares in a mutual fund that is an audit client or in a non-client mutual fund that is advised, sponsored, or managed by an audit client or a subsidiary of an audit client for which you are a Covered Person, you have a direct financial interest in that client, and that is prohibited.

- You are not permitted to join an investment club, or participate in a Portfolio Management Scheme. Similarly, you may not invest in controlled joint ventures or partnerships unless those entities follow the Firm's independence rules with respect to their investments.
- Beneficial interests in trusts and interests in retirement plans or stock option plans of former employers are subject to the restrictions applicable to financial interests.

What Kinds of Loans Are Acceptable?

If you are a Covered Person, you and your immediate family members may not obtain loans from SEC financial institution audit clients for which you are a Covered Person. However, certain types of loans are permitted and other loans already in existence may be grandfathered. Personal loans from SEC audit clients of the Firm are not permitted for all Covered Persons. These loans cannot be grandfathered.



Annexure

Sign On Bonus

14 June 2023
Bhavana P Mahindra
OLD MIG 2232, BHEL,
Hyderabad-502032

Subject :- Sign-on bonus

Dear Bhavana,

In addition to our offer dated 14 June 2023, we are pleased to add the following components to your compensation.

You are entitled to receive INR 50000/- (Rupees Fifty Thousand) as sign on bonus to be paid to you in the following 1 tranches.

- INR 50000/- (Rupees Fifty Thousand) - payable at successful completion of 12 months.

Please note, the above-mentioned sign on bonus will be recovered in the event of your resignation within 24 months of joining the Company.

Save and except the aforesaid, all other terms & conditions of your employment shall remain unchanged and accordingly this letter shall form part and parcel of your employment contract.

All payments shall be subject to deduction of tax at source as per applicable tax laws.

We would like to take this opportunity of welcoming you and wishing you every success in your career with us.

Yours sincerely
For KPMG Global Delivery Center Private Limited

Partho Bandopadhyay
(Authorized Signatory)

I accept the Sign-on terms contained above.



Bhavana P Mahindra
(Candidate's Name)



ADDENDUM TO OFFER LETTER DATED 14 June 2023.

This Addendum is made and entered into as of 04 September 2023 by and between KPMG Global Delivery Center Private Limited and Bhavana P Mahindra to amend the Offer Letter dated 14 June 2023 between the Parties which is incorporated herein by reference. All capitalized terms not otherwise defined herein shall have the meaning given to them in the Offer Letter.

KGS and the Candidate are collectively referred to "Parties" and individually as "Party"

WHEREAS the KGS has issued an Offer Letter to the Candidate dated 14 June 2023

AND WHEREAS the Parties agree to amend terms and conditions of the Offer Letter by way of this Addendum;

NOW, THEREFORE, in consideration of the covenants and agreements set forth herein, the Parties hereby agree as follows:

1. Further Clause 2.5. of the said Offer Letter shall be replaced with the following clause:

"Any employee joining on or before 30 June of the relevant performance year, will be eligible to be considered for the year-end review but will not be entitled to performance incentive in first performance cycle. However, performance incentive will be applicable in the second performance year subject to their performance rating in respect of the relevant performance year and being in active employment (and not serving notice) of the Company on the date of disbursement of performance incentive.

During the first performance year the Employee will be eligible for a sign-on/retention bonus in lieu of the performance incentive. The sign-on/retention bonus will be paid to you as per the schedule defined in the sign-on/retention bonus letter issued to you along with the offer letter.

The amount will be payable only if the Employee is not under any active performance improvement plan. If the Employee is under an active performance improvement plan, this amount will be payable only upon the Employee successfully clearing the performance improvement plan.

2. The following clause is hereby incorporated within Clause titled "Provisional Offer" in the Offer Letter:

"The offer is also conditional upon you successfully completing the academic course that you are currently pursuing."

"The offer is also conditional upon you to relocating on/before the date of joining to an address where transport / cab facility provided by KGS is available. In the event you failed to relocate before the date of joining, the same shall constitute breach of discipline and your offer will be liable to be rescinded / services will be liable to be terminated."



All payments are subject to tax deduction at source in accordance with applicable tax laws."

Except as amended by this Addendum, all other terms and conditions of the Offer Letter are unchanged and shall remain in full force and effect. Should any terms of this Addendum conflict with any of the terms of the Offer Letter, the terms of this Addendum shall prevail.

The parties have caused this Addendum to be executed by their duly authorized representatives.

for KPMG Global Delivery Center Private Limited

Partho Bandopadhyay
(Authorized Signatory)

I am pleased to accept the offer contained above.

Bhavana P Mahindra
(Candidate's Name)



Annexure

Welcome Allowance

14 June 2023

**Bhavana P Mahindra
OLD MIG 2232, BHEL,
Hyderabad-502032**

Subject – First employment welcome allowance

At KGS, we believe that the first employment is a very important transition for every individual. In our endeavor to make this transition smooth and memorable, we welcome all colleagues who are stepping into their first job with a one-time welcome allowance of INR 12,000 (Rupees twelve thousand only), in addition to the compensation mentioned in the Annexure 1. This allowance is subject to amendment in line with the organizational policy. The aforesaid amount will be paid in the subsequent month's payroll, subject to the current policy applicable at the date of disbursement.

All payments shall be subject to deduction of tax at source as per applicable tax laws.

Yours sincerely
for KPMG Global Delivery Center Private Limited

Partho Bandopadhyay
(Authorized Signatory)

I am pleased to accept the offer contained above.

Bhavana P Mahindra
(Candidate's Name)



Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA <pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in <pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>;DONTA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>

Date: Thu, Oct 13, 2022 at 5:00 PM

Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews

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

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>

Date: 13 October 2022 at 3:07:14 PM IST

To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in" <damanjeet_sms@cbit.ac.in>

Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.



Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com
Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that enclosed list has students who qualified the Assessment Test and will be scheduled for personal Interview.

We will be conducting the Personal Interviews on 12th Oct 10.30am at campus, Kindly confirm on the same .

Request you to share the resumes of these 50 shortlisted candidates.

Regards

Vijay



Vijay Chityala

ASSISTANT VICE PRESIDENT



9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy

Hyderabad, TS 500019

O [+91 \(40\) 67170203](tel:+914067170203) | **M** [+91 \(773\) 0860888](tel:+917730860888) | vijay.chityala@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

[Let us find your next investment! Visit our property acquisition portal and update your acquisition criteria today.](#)

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587

Fwd: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

From: Placements HEAD placements@cbit.ac.in

To: Principal CBIT principal@cbit.ac.in, director_cdc@cbit.ac.in , Anne Violet CBIT-HR hr@cbit.ac.in, hod_sms@cbit.ac.in, hod_sms@hod_sms@cbit.ac.in, damanjeet_sms@cbit.ac.in, damanjeet_sms@damanjeet_sms@cbit.ac.in, fpc_mba@cbit.ac.in

Cc: C SHALINI pgs21008_mba.shalini@cbit.org.in, GADWAL METI GIRI CHANDRA PRASAD pgs21050_mba.prasad@cbit.org.in, KAMARTHI LASYA pgs21075_mba.lasya@cbit.org.in, RATNAPURI PREETHI pgs21087_mba.preethi@cbit.org.in, VANAM SATHWIK pgs21128_mba.sathwik@cbit.org.in, VAIDYA DIVIJA pgs21090_mba.vaidya@cbit.org.in, NEELE SNEHALATHA pgs21029_mba.snehalatha@cbit.org.in, DONTA PREETHI CHANDANA pgs21009_mba.preethi@cbit.org.in, BHOJANAPU VENKATA CHANDAN pgs21045_mba.venkata@cbit.org.in

Date: Fri, 28 Oct 2022, 10:02 AM

Deloitte Tax_Chaitanya Bharti Institute of Technology, Hyderabad_27Oct_9Offers_Confirmation of Verbal Offers.xlsx 12 KB
Deloitte US_EAG_List of selected candidates_CBIT.xlsx 13 KB

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

From: **Rodrigues, Irmentrude** <irrodrigues@deloitte.com>

Date: Thu, Oct 27, 2022 at 8:39 PM

Subject: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

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

Cc: Kumar, Mankali Nishanth <mankkumar@deloitte.com>, Pani, Ritwik <rpani@deloitte.com>, Bhatia, Karan Jeet Singh <karanbhatia@deloitte.com>, Saini, Samanata <samsaini@deloitte.com>, Nagpal, Sonia <sonnagpal@deloitte.com>, Bhadoriya, Apoorva <abhadoriya@deloitte.com>, Sharma, Akshita <akshitasharma2@deloitte.com>, Karthikeyan, Arvinth <akarthikeyan@deloitte.com>, Chawla, Rishika <rishchawla@deloitte.com>

Deloitte US-India offices | October 27, 2022



List of selected candidates

Dear team,

Thank you for participating in Deloitte's Campus Recruitment process for 2022. On behalf of Deloitte, we would like to thank you for all your support and collaboration.

As a follow-up to the **Eleven (Tax-9, Enabling Areas & Global-**

2) offers communicated verbally, we have attached the complete list of students selected from your institution.

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

We look forward to receiving these details from you.

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

Best regards,

Campus team



[Deloitte.com](#) | [Unsubscribe](#) | [Manage email preferences](#) | [Legal](#) | [Privacy](#)

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 © 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

--

With Best Regards,

Dr. NLN REDDY,

Advisor - Career Development Centre (A)

Chaitanya Bharathi Institute of Technology

8466997218

9849466587



XLSX - 12 KB

Sl No	First Name	Last Name	Candidate Email
1	Shravya	K	Kshravya00@gmail.com
2	NEELI	SNEHA	neelisneha123@gmail.com
3	Gayatri	Swathi	gnvgs1999@gmail.com
4	Vishnu Vardhan	Katikala	9493943626v@gmail.com
5	Mohammad	Yakoobee	ybs.mdyakoobee@gmail.com
6	Alekhya	Gunukula	alekhyagunuku@gmail.com
7	D.	Reddy	dharurpravalikareddy@gmail.com
8	Swetha Bhavani	Madigela	swethamadigela15@gmail.com
9	Sai	Surekha	saisurekha.santhosh@gmail.com

[Open Office](#)




Deloitte US_EAG_List of selected candidates_CBIT
XLSX - 13 KB



Name	Email id	Profile
Preethi Chandana D	preethi.chandana9@gmail.com	Analyst - RBP
Shalini Chintala	shalinichintala12147@gmail.com	Analyst - RBP

Open Office





Offer: Computer Consultancy
Ref: TCSL/DT20184637266/Hyderabad
Date: 09/10/2018

Ms. Bhavani Devkathe
1-41;Narayankhed,
Judkal,
Sangareddy-502286,
Telangana.
Tel# -8985893551

Dear Bhavani Devkathe,

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 **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184637266

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

List of Selected Candidates

CBIT, Hyderabad

Dear Daman Jeet,

Thank you for participating in the **Tax Team** – alliantgroup Campus Recruitment.

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

As a follow-up to the **Two offers** communicated verbally, we have mentioned the complete list of students selected from your institution.

Please block these students for alliantgroup.

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

S No	Name Of the Candidate	Email ID
1	Sidarpu Teja Rani	stejaswiaani08@gmail.com
2	Disha Patel	dishapetel13@gmail.com

Best regards,

Sangeetha

Talent Acquisition Team

alliantgroup

EMPLOYMENT OFFER

16th September 2023

To

Gaddam Keerthi Reddy

It was a pleasure interacting with you over the last few days. Each member of our executive team was impressed with your candidature.

We refer to our discussions with you and are pleased to offer you an appointment with us as **Associate Analyst-Recruitment.**

The terms and conditions and other details are given below.

Your place of Posting would be **Hyderabad** and the date of joining would be **20th September 2023.**

Compensation Details

You will be paid an annual total compensation of **Rs.1,80,000/-** (refer annexure 'A' for break up). Your targets will be defined, discussed and documented within a few days of your joining the company.

Benefits Details

In addition to the above mentioned fixed pay package depending on your work profile, you will be entitled to a lucrative incentive payout. The structure for the same will be discussed with you on your date of joining. As per our incentive and bonus pay norms, you shall be on rolls of the company and shall not be serving notice period.

Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Annual Increment

We will follow an anniversary appraisal format and the review cycle runs from April-March. Consequently, you will be eligible for an annual increment based on your performance review.

Public Holidays and Working Hours

The working day shall comprise eight working hours and a lunch break for an hour. The normal working hours are between 9.30 AM to 6.30 PM.

The company will observe national holidays like Republic Day, Independence Day and Gandhi Jayanthi every year. The festival holidays may vary every year.

Amendments

All the above terms are as per our current policies and practices and may be amended from time to time. You will be informed of changes in the terms and conditions of service, if any.

We look forward to you joining us and to a mutually rewarding association.

Separation from the company

At the time of formally resigning from service you shall need to serve the 60 days “Notice Period”. For any reasons if you fail in serving the notice the company has a right to hold your experience & relieving letter and salary.

If your services are terminated by the Company due to misdemeanour, unsatisfactory performance or any other disciplinary matter, the Company reserves the right to terminate your services without pay and notice.

The retirement age of the Company is 58 years.

Full & Final Settlement

In case of employees who have resigned from People Prime, their Full & final settlement would be made after 60 days from their last working day with People Prime upon the receipt of all tax-related documents.

Annexure A

Name: Gaddam Keerthi Reddy

Designation: Associate Analyst-Recruitment

Salary Components	Monthly (Rs)	Annual (Rs)
Basic Salary	7683	92196
HRA	3073	36876
Statutory Bonus	1537	18444
Special Allowance	954	11448
Gross Salary	13247	158964
Employer Contribution to PF+Admin Charges	1323	15876
Employer Contribution to ESI	431	5172
Cost to Company (CTC)	15000	180000

- ✓ Taxes applicable as per Income Tax rules.
- ✓ Insurance coverage is optional – Premium to be deducted in full from the immediate pay cycle subject to employee choice of the plan.
- ✓ Gratuity, on separation after 5 years of continuous service, payable as per payment of gratuity act.

For People Prime Worldwide Private Limited

(Authorized Signatory)

Jyothi Basava
Human Resources-Operations

Annexure B

Terms & Conditions of Employment

You shall be governed by the following terms and conditions of service during your employment with People Prime Worldwide (hereafter referred to as the “Company”), and those that may be amended from time to time.

Statement of Facts

The company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to terminate your services.

Duties

During working hours, you shall use your best energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the company in letter and spirit.

During working hours, you shall entirely devote your time, attention and abilities to the business of the company.

You shall not, without the company’s prior written consent, be in any way directly or indirectly engaged and concerned with any other business or employment during or outside your hours of work in the company. You shall however, undertake honorary work of social or charitable nature, literary, artistic or scientific character only with the express permission from the competent authority.

During your employment, you shall not directly or indirectly engage in any conduct averse to the best interests of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

Hours of Work

The working day shall comprise eight working hours and a lunch break for an hour. The normal working hours are between 9.30 AM to 6.30 PM.

You are expected to report to work precisely by 9.30 AM. Any delay in reporting will be considered as a violation of the company's code of conduct, and the company reserves right to levy a penalty of half a day's pay from your salary for the late log in.

The company will observe national holidays like Republic Day, Independence Day and Gandhi Jayanthi every year. The festival holidays may vary every year and the holidays list will be shared with you after your joining with the company.

Leave & Vacation

Each Personnel are entitled for total 12 days annual leave. The Personnel shall not be entitled for any advance paid leave. These paid leave can be carried forward calendar month on calendar month but not year on year and there shall not be any leave encashment. If you avail leave without prior approval then you will be punished for 7 days loss of pay or you will be Auto-terminated from your services without any notice. You will observe the working hours and other public holidays as applicable to People Prime Worldwide. You shall be entitled to avail leaves only with prior approval from your Manager. Salary cannot be paid for the weekends/Holidays fall under long leaves.

Conduct:

You shall at all times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions. You shall honour and comply with all rules and regulations of the Company and statutory requirements, in letter and spirit.

Dress Code

The dress code is reflective of the Company's professional standards in its approach to work and how it relates to its customers, suppliers and competitors.

- i. Gentlemen: Neatly pressed half / full sleeved collar shirts tucked into trousers and well-polished formal black or brown leather shoes. Single coloured full length jeans, collared t-shirts and sports shoes
- ii. Ladies: Indian formals – Saree, Salwar / Churidar, kameez with appropriate footwear. Western formals – Collared shirts with trousers or full length skirts and appropriate footwear. Single coloured full length jeans, full length skirts, t-shirts, tops and appropriate footwear

Confidentiality

You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, dealings with information relating to suppliers, employees, agents distributors and customers. You shall not, during your employment and at all times thereafter, directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged or disclose by law.

You shall not take copies of confidential documents or information for your own purposes and forthwith upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, & optic recording) relating to matters concerning the business or dealings or affairs of the Company. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with the Manager you report to.

Arbitration

Any disputes of any kind arising out of or in connection with your employment or breach of your agreement with the Company shall be referred to Arbitration in Hyderabad of a single arbitrator appointed by the Company and this Agreement shall be governed and construed in all respects in accordance with the laws prevalent in India including the Laws of arbitration as amended from time to time. The parties would be entitled to seek injunction or conservatory reliefs from the appropriate Courts in Hyderabad. The seeking and obtaining of such relief's shall not prejudice the party's rights under Arbitration.

Separation from the company

At the time of formally resigning from service you shall serve the 60 days "Notice Period". If your services are terminated by the Company due to misdemeanour, unsatisfactory performance or any other disciplinary matter, the Company reserves the right to terminate your services without pay and notice.

Full & Final Settlement:

In case of employees who have resigned or terminated from People Prime, their Full & final settlement would be made after 60 days from their last working day with People Prime upon the receipt of all tax-related documents.

I accept the above mentioned terms and conditions of employment with the company.

For People Prime Worldwide Private Limited

Receivers Signature

Authorized Signatory



Signature:

Jyothi Basava
Human Resources- Operations

Full Name:
Date:

Fwd: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

From: Placements HEAD placements@cbit.ac.in

To: Principal CBIT principal@cbit.ac.in, director_cdc@cbit.ac.in , Anne Violet CBIT-HR hr@cbit.ac.in, hod_sms@cbit.ac.in, hod_sms@hod_sms@cbit.ac.in, damanjeet_sms@cbit.ac.in, damanjeet_sms@damanjeet_sms@cbit.ac.in, fpc_mba@cbit.ac.in

Cc: C SHALINI pgs21008_mba.shalini@cbit.org.in, GADWAL METI GIRI CHANDRA PRASAD pgs21050_mba.prasad@cbit.org.in, KAMARTHI LASYA pgs21075_mba.lasya@cbit.org.in, RATNAPURI PREETHI pgs21087_mba.preethi@cbit.org.in, VANAM SATHWIK pgs21128_mba.sathwik@cbit.org.in, VAIDYA DIVIJA pgs21090_mba.vaidya@cbit.org.in, NEELE SNEHALATHA pgs21029_mba.snehalatha@cbit.org.in, DONTA PREETHI CHANDANA pgs21009_mba.preethi@cbit.org.in, BHOJANAPU VENKATA CHANDAN pgs21045_mba.venkata@cbit.org.in

Date: Fri, 28 Oct 2022, 10:02 AM

Deloitte Tax_Chaitanya Bharti Institute of Technology, Hyderabad_27Oct_9Offers_Confirmation of Verbal Offers.xlsx 12 KB
Deloitte US_EAG_List of selected candidates_CBIT.xlsx 13 KB

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

From: Rodrigues, Irmentrude <irrodrigues@deloitte.com>

Date: Thu, Oct 27, 2022 at 8:39 PM

Subject: Deloitte US - India Offices || FY23 Campus Hiring || Chaitanya Bharathi Institute of Technology, Hyderabad - October 27, 2022 || 11 Offers || Confirmation of Verbal Offers

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

Cc: Kumar, Mankali Nishanth <mankkumar@deloitte.com>, Pani, Ritwik <rpani@deloitte.com>, Bhatia, Karan Jeet Singh <karanbhatia@deloitte.com>, Saini, Samanata <samsaini@deloitte.com>, Nagpal, Sonia <sonnagpal@deloitte.com>, Bhadoriya, Apoorva <abhadoriya@deloitte.com>, Sharma, Akshita <akshitasharma2@deloitte.com>, Karthikeyan, Arvinth <akarthikeyan@deloitte.com>, Chawla, Rishika <rishchawla@deloitte.com>

Deloitte US-India offices | October 27, 2022



List of selected candidates

Dear team,

Thank you for participating in Deloitte's Campus Recruitment process for 2022. On behalf of Deloitte, we would like to thank you for all your support and collaboration.

As a follow-up to the **Eleven (Tax-9, Enabling Areas & Global-**

2) offers communicated verbally, we have attached the complete list of students selected from your institution.

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

We look forward to receiving these details from you.

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

Best regards,

Campus team



[Deloitte.com](#) | [Unsubscribe](#) | [Manage email preferences](#) | [Legal](#) | [Privacy](#)

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 © 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

--

With Best Regards,

Dr. NLN REDDY,

Advisor - Career Development Centre (A)

Chaitanya Bharathi Institute of Technology

8466997218

9849466587



XLSX - 12 KB

Sl No	First Name	Last Name	Candidate Email
1	Shravya	K	Kshravya00@gmail.com
2	NEELI	SNEHA	neelisneha123@gmail.com
3	Gayatri	Swathi	gnvgs1999@gmail.com
4	Vishnu Vardhan	Katikala	9493943626v@gmail.com
5	Mohammad	Yakoobee	ybs.mdyakoobee@gmail.com
6	Alekhya	Gunukula	alekhyagunuku@gmail.com
7	D.	Reddy	dharupravalikareddy@gmail.com
8	Swetha Bhavani	Madigela	swethamadigela15@gmail.com
9	Sai	Surekha	saisurekha.santhosh@gmail.com

Open Office





Deloitte US_EAG_List of selected candidates_CBIT
XLSX - 13 KB



Name	Email id	Profile
Preethi Chandana D	preethi.chandana9@gmail.com	Analyst - RBP
Shalini Chintala	shalinichintala12147@gmail.com	Analyst - RBP

Open Office





Offer: Computer Consultancy
Ref: TCSL/DT20223729537/Hyderabad
Date: 10/02/2023

Ms. Soumya Jaladi
1-121/3Pallipadu,
Near Anjaneya Swami Temple,
Khammam-507165,
Telangana.
Tel# 91-8985102132

Dear Soumya Jaladi,

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Management Trainee** in Grade **Y**.

Your gross salary including all benefits will be **₹5,79,430/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides 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. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20223729537

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 3111 Email: careers@tcs.com

Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA <pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in <pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>;DONTHA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>

Date: Thu, Oct 13, 2022 at 5:00 PM

Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews

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

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>

Date: 13 October 2022 at 3:07:14 PM IST

To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in" <damanjeet_sms@cbit.ac.in>

Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.



Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com
Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that enclosed list has students who qualified the Assessment Test and will be scheduled for personal Interview.

We will be conducting the Personal Interviews on 12th Oct 10.30am at campus, Kindly confirm on the same .

Request you to share the resumes of these 50 shortlisted candidates.

Regards

Vijay

BERKADIA

Vijay Chityala

ASSISTANT VICE PRESIDENT



9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy

Hyderabad, TS 500019

O [+91 \(40\) 67170203](tel:+914067170203) | **M** [+91 \(773\) 0860888](tel:+917730860888) | vijay.chityala@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM    

[Let us find your next investment! Visit our property acquisition portal and update your acquisition criteria today.](#)

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587



Gupta, Harshita

BHOJANAPU VENKATA CHANDAN, + 12

17 Nov



Hi Venkata,

I am pleased to inform you that below students have cleared all the rounds of interview and are selected to join Franklin Templeton in 2023.

Congratulations to all the students for this achievement

1. Ratnapuri Preethi
2. S. Payal
3. K. Nilaya
4. Khonde Akshay
5. Y.sai meghana
6. Pallavi Tiwari
7. VADLA BHARATH KUMAR
8. K.Tejasree
9. Ruchitha Mudike
10. Nikitha Adavelli
11. Harshitha Konaparaju

Regards,

Harshita Gupta

Global Talent Acquisition

Franklin Templeton

From: Gupta, Harshita
Sent: 01 March 2023 17:33
To: VANAM SATHWIK
Cc: placements@cbit.ac.in; Dr. Daman; hod_sms; C SHALINI; BHOJANAPU VENKATA CHANDAN; GADWAL METI GIRI CHANDRA PRASAD; DONTA PREETHI CHANDANA; RATNAPURI PREETHI; VAIDYA DIVIJA; NEELE SNEHALATHA
Subject: RE: Franklin Templeton - Campus Hiring (2022 - 2023)

Hi Sathwik,

I am happy to inform you that we have selected Karre Anusreeto join us.
I will be sharing the letter of intent with her shortly.

Also, can you please tell me about the date by which all the selected candidates will be able to start working us permanently.

Regards,

Harshita Gupta
Global Talent Acquisition
Franklin Templeton

Mobile +91 7207900332
harshita.gupta@franklintempleton.com
www.franklintempleton.com



From: Gupta, Harshita
Sent: Thursday, February 23, 2023 1:46 PM
To: VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>
Cc: placements@cbit.ac.in; Dr. Daman <damanjeet_sms@cbit.org.in>; hod_sms <hod_sms@cbit.ac.in>; C SHALINI <pgs21008_mba.shalini@cbit.org.in>; BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>; GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>; DONTA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>; RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>; VAIDYA DIVIJA <pgs21090_mba.vaidya@cbit.org.in>; NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>
Subject: RE: Franklin Templeton - Campus Hiring (2022 - 2023)

Hi Sathwik,

We will wrap up the whole interview process quickly on 1st March 2023. Also, Candidates who wouldn't clear Versant test (1st round) will be asked to leave for the day.

Below is the schedule for 1st March 2023:

10:00 am – Report to campus
11:00 am – Versant test
11:30 am - Co-Cubes test
1:00 pm – Lunch
1:30 pm – HR interview
2:30 pm – Final round interview
4:00 pm – Result Declaration

Regards,

Harshita Gupta
Global Talent Acquisition
Franklin Templeton

Mobile +91 7207900332
harshita.gupta@franklintempleton.com
www.franklintempleton.com



From: VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>
Sent: Wednesday, February 22, 2023 6:42 PM
To: Gupta, Harshita <Harshita.Gupta@franklintempleton.com>
Cc: placements@cbit.ac.in; Dr. Daman <damanjeet_sms@cbit.org.in>; hod_sms <hod_sms@cbit.ac.in>;
C SHALINI <pgs21008_mba.shalini@cbit.org.in>; BHOJANAPU VENKATA CHANDAN
<pgs21045_mba.venkata@cbit.org.in>; GADWAL METI GIRI CHANDRA PRASAD
<pgs21050_mba.prasad@cbit.org.in>; DONTA PREETHI CHANDANA
<pgs21009_mba.preethi@cbit.org.in>; RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;
VAIDYA DIVIJA <pgs21090_mba.vaidya@cbit.org.in>; NEELE SNEHALATHA
<pgs21029_mba.snehalatha@cbit.org.in>
Subject: RE: Franklin Templeton - Campus Hiring (2022 - 2023)

Greetings Madam,

I have informed the candidates about the interview process scheduled for March 1, 2023. The candidates will attend interviews at your office as mentioned. I request that you kindly provide the reporting time for the candidates.

Given that we have a final examination scheduled for the following day, i.e., March 2, 2023, I would like to respectfully request that you consider concluding the interviews at the earliest possible time.

Regards,
Sathwik Vanam
Student Placement Coordinator, CBIT-SMS
Contact: 7075377625

From: Gupta, Harshita
Sent: 22 February 2023 18:06
To: VANAM SATHWIK; Vaddi, Ratandeep

Cc: placements@cbit.ac.in; [Dr. Daman](#); [hod_sms](#); [C SHALINI](#); [BHOJANAPU VENKATA CHANDAN](#); [GADWAL METI GIRI CHANDRA PRASAD](#); [DONTA PREETHI CHANDANA](#); [RATNAPURI PREETHI](#); [VAIDYA DIVIJA](#); [NEELE SNEHALATHA](#)

Subject: RE: Franklin Templeton - Campus Hiring (2022 - 2023)

Hi Sathwik,

We would like to invite all 3 candidates to our office on 1st March 2023 for interview process.

Regards,

Harshita Gupta
Global Talent Acquisition
Franklin Templeton

Mobile +91 7207900332
harshita.gupta@franklintempleton.com
www.franklintempleton.com



From: VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>

Sent: Wednesday, February 22, 2023 2:19 PM

To: Gupta, Harshita <Harshita.Gupta@franklintempleton.com>; Vaddi, Ratandeeep <bobby.vaddi@franklintempleton.com>

Cc: placements@cbit.ac.in; [Dr. Daman](#) <damanjeet_sms@cbit.org.in>; [hod_sms](#) <hod_sms@cbit.ac.in>; [C SHALINI](#) <pgs21008_mba.shalini@cbit.org.in>; [BHOJANAPU VENKATA CHANDAN](#) <pgs21045_mba.venkata@cbit.org.in>; [GADWAL METI GIRI CHANDRA PRASAD](#) <pgs21050_mba.prasad@cbit.org.in>; [DONTA PREETHI CHANDANA](#) <pgs21009_mba.preethi@cbit.org.in>; [RATNAPURI PREETHI](#) <pgs21087_mba.preethi@cbit.org.in>; [VAIDYA DIVIJA](#) <pgs21090_mba.vaidya@cbit.org.in>; [NEELE SNEHALATHA](#) <pgs21029_mba.snehalatha@cbit.org.in>

Subject: RE: Franklin Templeton - Campus Hiring (2022 - 2023)

Greetings Madam,

As we discussed on phone, here is the list of interested and eligible candidates in the attachments. Also, I would like to bring this to your notice that on 2nd march, our 3rd semester final exams are going to commence. Kindly ensure that the process is completed by the end of the current month.

Regards,
Sathwik Vanam
MBA Student Placement coordinator, CBIT
Contact: [7075377625](tel:7075377625)

From: [VANAM SATHWIK](#)

Sent: 21 February 2023 14:17

Subject: Re: Franklin Templeton - Campus Hiring (2022 - 2023)

Greetings Ma'am,

Thank you for showing interest in recruiting from us. Our students are really interested in the available openings at Franklin Templeton.

We will soon share the list of interested candidates with you to continue the hiring process.

I will assist you from now on in this hiring process. You can contact me via telephone or email.

Regards,
Sathwik Vanam
MBA student placement coordinator
CBIT-SMS
Contact: 7075377625.

From: Placements HEAD <placements@cbit.ac.in>
Sent: Tuesday, February 21, 2023 11:54:57 AM
To: Principal CBIT <principal@cbit.ac.in>; director cdc@cbit.ac.in <director_cdc@cbit.ac.in>; Anne Violet CBIT-HR <hr@cbit.ac.in>; hod_mba@cbit.ac.in <hod_mba@cbit.ac.in>; fpc_mba@cbit.ac.in <fpc_mba@cbit.ac.in>
Cc: C SHALINI <pgs21008_mba.shalini@cbit.org.in>; GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>; KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>; RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>; VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>; VAIDYA DIVIJA <pgs21090_mba.vaidya@cbit.org.in>; NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>; DONTA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>; BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>
Subject: Fwd: Franklin Templeton - Campus Hiring (2022 - 2023)

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

From: **Gupta, Harshita** <Harshita.Gupta@franklintempleton.com>
Date: Mon, Feb 20, 2023 at 8:50 PM
Subject: Franklin Templeton - Campus Hiring (2022 - 2023)
To: placements@cbit.ac.in <placements@cbit.ac.in>
Cc: Vaddi, Ratandeep <bobby.vaddi@franklintempleton.com>

Hi Venkata,

As discussed, we are planning to hire few more candidates from your campus, therefore kindly share the details of the interested list of students.

- **Streams:** MBA (Finance should be one of the electives for MBA students and they should be from a B.Com background only)
- **CTC: 4.31 LPA**

Students who are eligible to apply:

- Students having 60% and above from 10th standard till date.
- Streams: MBA (Finance should be one of the electives and they should be from B.Com background only)
- Students should be flexible with **night shifts**.

Details required from college:

- **Share the list of eligible students with details by 22nd Feb 2023 – Enclosed tracker**

Regards,

Harshita Gupta
Global Talent Acquisition
Franklin Templeton

Mobile +91 7207900332
harshita.gupta@franklintempleton.com
www.franklintempleton.com



This message may contain information that is legally privileged or confidential. If you received this transmission in error, please notify the sender by reply email, and delete the message and any attachments. This transmission is believed to be defect free; however, no responsibility is accepted by the sender for damage arising from its receipt.

All email and instant messages (including attachments) sent to or from Franklin Templeton Investments (FTI) personnel may be retained, monitored and/or reviewed by FTI and its agents, or other authorized parties as disclosed in Franklin Templeton's Privacy Notice, without further notice or consent. Refer to our country/region specific Privacy & Cookies Notice, which you can read here <http://www.franklintempletonglobal.com/privacy> to learn more. Depending on your location, other privacy laws and regulations may also apply to you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre
Chaitanya Bharathi Institute of Technology (A)
8466997218
9849466587

1st August 2023

To Kotcharlakota Jaya Lakshmi Naga Malleswari

Subject: Offer of Internship leading to employment

Dear Jaya Lakshmi,

Eappsys Info Solutions India Private Limited is pleased to make you an offer of Internship leading to employment based on our recent interaction. This offer is extended to you based on your profile and performance in the selection process. You have been selected for the position of Internship based in Hyderabad. Your Stipend during internship including all benefits are mentioned in Annexure-A.

You will be on the eAppSys full time employment after successful completion of degree. Your CTC during full time employment including all benefits are mentioned in Annexure-B. Upon completion of internship you will be under probation period for the first six months of your employment. You will be assessed after the probation period and based on your performance you will either be taken into permanent employment or your probation will be extended or your employment contract will be terminated. Upon completion of the probation period, the Company may confirm the services in writing. Until such written confirmation is conveyed to the Employee, the Employee shall be deemed to be on probation.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

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

As a token of your acceptance of our offer and the terms of employment described herein, please sign in the space provided below indicating your acceptance of our offer and deliver the duplicate copy of the duly signed offer letter to us at the company address within one week of receipt of this letter and with the joining date on **1st August 2023**. This offer will lapse automatically after 1st of August 2023.

We look forward to you joining our team. If you wish to discuss any detail of this offer, please feel free to contact us.

Kindly confirm your acceptance of this offer by signing a copy of the letter and also confirm your tentative date of joining.

TERMS OF INTERNSHIP/EMPLOYMENT

1. **Working Hours:** You may be required to work in shifts and / or in extended working hours. You may be required to work beyond your existing working hours depending upon the business requirements, exigencies from time to time.
2. **Place of Work:** This is office based role and your base location will be eAppSys Hyderabad Office

Office Address	: Plot No-20, Kavuri Hills, Phase- 3,Guttala Begumpet, Madhapur, Hyderabad, India-500033.
Email	: info@eappsys.com
Website	: www.eappsys.com
CIN No	: U72200TG1998PTC028945

3. **Mobility:** Eappsys reserves the right to transfer / utilize your services at any of its offices, work sites, or outside India, on the terms and conditions as applicable to you at the time of transfer.
4. **Appraisals and Promotions:** Your performance and contribution to the company will be an important consideration for salary appraisals and promotions and will be based on relevant company policies and procedures. Your next role and compensation review will be scheduled on an yearly basis as per company policies.
5. **Alternative Employment:** As a full-time employee of Eappsys, you are not permitted to undertake any other business or employment, assume any public office, honorary or remunerative, without the written permission of Eappsys.
6. **Confidentiality Agreement:** As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of Eappsys and its clients.
7. **Notice Period:** During your internship/probation period, Eappsys can terminate the appointment by giving 30 calendar days' written notice.

Note that you cannot exercise your notice period during internship as well as, within the first 24 months of your employment with Eappsys.

If you leave the company for any reason during the first 24 months of your employment with Eappsys, the Company is entitled to receive the sum of Liquidated Damages as stipulated in the Letter of Undertaking executed by you. In addition to the liquidated damages you need to provide 90 calendar days' written notice to facilitate the hiring of a suitable replacement for your position.

After 24 months of your employment with Eappsys, if you would like to give a notice of resignation, you can do so by providing a 90 calendar days' written notice to facilitate the hiring of a suitable replacement for your position.

Eappsys reserves the right, if it is in the interest of the business and current assignment, to ask you to complete your notice period or decide whether your existing earned vacation or basic salary in lieu of notice period may be adjusted against the entire or partial notice period.

8. **Trade Secrets and Confidential Information:** During the term of your employment, you may have access to and become familiar with various trade secrets and confidential information belonging to the Company, its affiliates and its customers. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and its customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company unless such employee is compelled to disclose it by judicial process.
9. **Restrictive Covenant:** The Company is in the business of providing various services including services in the computer software area. You will acknowledge that:
 - a) Company's services are highly specialized;
 - b) The identity and particular needs of the Company's customers are not generally known by the industry;

- c) Company has a proprietary interest in its customer list and relationships;
- d) Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers including but not limited to identity, location, service requirements and charges to the customers are highly confidential and constitute trade secrets.
- e) Import any software onto electronic or computer systems of the Client or EAPPSYS Clients without the prior written consent of the Client or EAPPSYS Clients;

You will agree that: You will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, company, firm, or corporation which is or was the customer of the Company on behalf of yourself or any other person, firm, company or corporation, for a period of two years after this employment has been terminated for any reason, regardless of whether the termination is initiated by the Company or yourself.

10. **Background Verification:** Your employment will be subject to a background check in line with background check policy. An agency may conduct an internal and external background checks. Normally, such checks are completed within two months of joining. If the background check reveals unfavorable results, you will be liable to disciplinary action, which may include termination of service without notice.
11. **Submission of Documents:** At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.
 - Birth Certificate / Proof of Age
 - Degree Certificates and TC
 - Passport (as permanent address and ID proof)
 - Pan card – Mandatory
 - Aadhar Card-Mandatory
 - Temporary address information (if relevant)
12. **Terms and Conditions:** The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.
13. **Rules and Regulations of the Company:** Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Eappsys as applicable to you and the changes therein from time to time.
14. **Absence Without Leave**
 - a. Regardless of the period of employment, if the Employee remains absent from work or does not report to the location as determined by the Company, for a period of eight consecutive working days, such absence would be deemed as, Absence Without Leave, or has availed additional leave in excess of the sanctioned leave for eight consecutive working days, the employee shall have deemed to have abandoned the employment voluntarily and has thereby terminated this agreement.
 - b. Such Absence Without Leave or termination of employment resulting from such no reporting shall not bar the Company from the claim for compensation for training and other expenses borne by the Company and also other losses that the Company may suffer on account of such abandonment.
 - c. Such termination shall also prompt Company to withhold any accruing benefits and the Employee pays all claims of compensation from the Company in full.

15. Termination

- a. The Company may terminate the services of the Employee for any cause determined by the company.
 - b. For purposes of this Agreement, "Cause" shall include, but is not limited to:
 - i. Failure or neglect by employee to perform duties of the employee's position;
 - ii. Failure of employee to obey order given by the Company or supervisors;
 - iii. A Misconduct in connection with the performance of any of employee's duties including, without limitation
 1. Misappropriation of funds or property of the Company, securing or attempting to secure personally any profit in connection with any transaction entered into on behalf of the Company. Misrepresentation to the company, or any violation of law or regulation on company premises or to which the company is subject;
 - iv. Disloyalty by employee, including, without limitation, adding a competitor;
 - v. Failure by employee to devote his or her fulltime and best efforts to the Company's business and affairs;
 - vi. Failure by employee to work exclusively for the Company;
 - vii. Misappropriation of a Company asset financial asset
 - viii. Failure to fully cooperate in any investigation by the Company;
 - ix. Any breach of this agreement or company rules; or
 - x. Any other act of misconduct by employee.
 - xi. Incompletion of degree in the first attempt i.e no backlogs.
 - c. In the event that the employee breaches the provisions of this Agreement or that the employment is terminated voluntarily or for cause as mentioned above, prior to the completion of 24 months in the employment, the Company, reserves the right to deduct completion and withhold all amounts due from the Employee from any other amounts otherwise owed or payable to the employee
 - d. The Company reserves the right to terminate the services of the employee with immediate effect, without any notice or salary in lieu of if any of the information provided by the Employee in the application form/employee data form or any other data provided prior to and or at the time of joining is found false.
16. **Compliance to all clauses:** You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and/or condition would entitle Eappsys in withdrawing this offer letter at its sole discretion.

We look forward to having you on board.

Yours Sincerely,
For Eappsys Info Solutions India Private Limited



Upma Varshney
HR Manager
Encl: Annexure A: Proposed Salary Structure

Acceptance of Offer

Kotcharlakota Jaya Lakshmi
I, Naga Malleswari, hereby accept the
position of Associate Functional Consultant and all the
terms of Internship/Employment specified in this
offer letter and confirm my joining date as
01 August, 2023

K. Jaya Lakshmi
Signature

Date: 01 August, 2023

Annexure - A: Proposed internship fee Structure

Name	Ms. Kotcharlakota Jaya Lakshmi Naga Malleswari
Designation	Internship
Stipend offered during Internship	Rs.15,000/- per month.

Annexure - B: Proposed Salary Structure

Name	Ms. Kotcharlakota Jaya Lakshmi Naga Malleswari
Designation	Associate Functional Consultant
Employment CTC	Rs.5,00,000/- per annum.
	The detailed salary elements/components will be decided in due course i.e. before the actual employment joining date. (Includes Employer and Employee PF and medical insurance).

Notes:

- Taxes and statutory commitments, as applicable shall be deducted from the above mentioned salary.
- Please send your queries to hr@eappsys.com

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

Your compensation package above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws.

Acceptance of Compensation

Kotcharlakota Jaya Lakshmi
I, Naga Malleswari hereby accept the position of Associate Functional Consultant and the compensation as specified in this annexure and confirm my joining date as 01 August, 2023

K. Jaya Lakshmi
Signature

Date: 01 August, 2023.



Gupta, Harshita

BHOJANAPU VENKATA CHANDAN, + 12

17 Nov



Hi Venkata,

I am pleased to inform you that below students have cleared all the rounds of interview and are selected to join Franklin Templeton in 2023.

Congratulations to all the students for this achievement

1. Ratnapuri Preethi
2. S. Payal
3. K. Nilaya
4. Khonde Akshay
5. Y.sai meghana
6. Pallavi Tiwari
7. VADLA BHARATH KUMAR
8. K.Tejasree
9. Ruchitha Mudike
10. Nikitha Adavelli
11. Harshitha Konaparaju

Regards,

Harshita Gupta

Global Talent Acquisition

Franklin Templeton



G Saiteja

to BHOJANAPU VENKATA CHANDAN,...

6:54 pm



Hello Venkat,

It was a pleasure to get a chance to Hire students from your esteemed organization.

Please find the final shortlist for the Position of Key Account Manager - Field - Hyderabad.

- Muta Vishwanath
- Enuganti Ashwitha
- Maddikunta Vaishnavi

Thanks & Regards

Saiteja G

Asst Manager - Talent Acquisition

Ph: [9391424377](tel:9391424377), saiteja@peoplelinkvc.com



28/11/2022

Dear **Medhini Harika**,

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

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

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

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

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

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

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



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

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

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

Working Hours: 8 Hours / day
Monthly Target: ₹2,00,000/-

Job Type: Full Time Internship
Location: Bangalore.

Acceptance of the Candidate:

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

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

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

Annexure-1

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

Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA <pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in <pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>;DONTHA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>

Date: Thu, Oct 13, 2022 at 5:00 PM

Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews

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

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>

Date: 13 October 2022 at 3:07:14 PM IST

To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in" <damanjeet_sms@cbit.ac.in>

Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

283

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.



Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com
Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that enclosed list has students who qualified the Assessment Test and will be scheduled for personal Interview.

We will be conducting the Personal Interviews on 12th Oct 10.30am at campus, Kindly confirm on the same .

Request you to share the resumes of these 50 shortlisted candidates.

Regards

Vijay



Vijay Chityala

ASSISTANT VICE PRESIDENT



9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy

Hyderabad, TS 500019

O [+91 \(40\) 67170203](tel:+914067170203) | **M** [+91 \(773\) 0860888](tel:+917730860888) | vijay.chityala@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM    

[Let us find your next investment! Visit our property acquisition portal and update your acquisition criteria today.](#)

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587



Gupta, Harshita

BHOJANAPU VENKATA CHANDAN, + 12

18 Nov



Hi Venkata,

I am pleased to inform you that below students have also cleared all the rounds of interview and are selected to join Franklin Templeton in 2023. Congratulations to both of them for this achievement.

1. B. Akhila
2. N BHARGAVI

Regards,

Harshita Gupta

Global Talent Acquisition

Franklin Templeton

Mobile [+91 7207900332](tel:+917207900332)

harshita.gupta@franklintempleton.com

www.franklintempleton.com



31st August 2023

To Chrissi Olivia

Subject: Offer of Employment

Dear Chrissi,

Eappsys Info Solutions India Private Limited is pleased to make you an offer of employment based on our recent interaction. This offer is extended to you based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of Associate Consultant Grade I based in Hyderabad. Your gross salary including all benefits will be **Rs.5,00,000.00 (Rupees five lakhs only)** per annum. You will be under probation period for the first six months of your employment. You will be assessed after the probation period and based on your performance you will either be taken into permanent employment or your probation will be extended or your employment contract will be terminated. Upon completion of the probation period, the Company may confirm the services in writing. Until such written confirmation is conveyed to the Employee, the Employee shall be deemed to be on probation.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

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

As a token of your acceptance of our offer and the terms of employment described herein, please sign in the space provided below indicating your acceptance of our offer and deliver the duplicate copy of the duly signed offer letter to us at the company address within one week of receipt of this letter and with the joining date on **1st September 2023**. This offer will lapse automatically after 1st of September 2023.

We look forward to you joining our team. If you wish to discuss any detail of this offer, please feel free to contact us.

Kindly confirm your acceptance of this offer by signing a copy of the letter and also confirm your tentative date of joining.

TERMS OF EMPLOYMENT

1. **Working Hours:** You may be required to work in shifts and / or in extended working hours. You may be required to work beyond your existing working hours depending upon the business requirements, exigencies from time to time, without any extra remuneration / compensation.
2. **Mobility:** Eappsys reserves the right to transfer / utilize your services at any of its offices, work sites, or outside India, on the terms and conditions as applicable to you at the time of transfer.

Office Address
Email
Website
CIN No

: Plot No-20, Kavuri Hills, Phase- 3, Guttala Begumpet, Madhapur, Hyderabad, India-500033.
: info@eappsys.com
: www.eappsys.com
: U72200TG1998PTC028945

3. **Place of Work:** This is office based role and your base location will be Eappsys Hyderabad Office.
4. **Appraisals and Promotions:** Your performance and contribution to the company will be an important consideration for salary appraisals and promotions and will be based on relevant company policies and procedures. Your next role and compensation review will be scheduled on an yearly basis as per company policies.
5. **Alternative Employment:** As a full-time employee of Eappsys, you are not permitted to undertake any other business or employment, assume any public office, honorary or remunerative, without the written permission of Eappsys.
6. **Confidentiality Agreement:** As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of Eappsys and its clients.
7. **Trade Secrets and Confidential Information:** During the term of your employment, you may have access to and become familiar with various trade secrets and confidential information belonging to the Company, its affiliates and its customers. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and its customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company unless such employee is compelled to disclose it by judicial process.
8. **Restrictive Covenant:** The Company is in the business of providing various services including services in the computer software area. You will acknowledge that:
 - a) Company's services are highly specialized;
 - b) The identity and particular needs of the Company's customers are not generally known by the industry;
 - c) Company has a proprietary interest in its customer list and relationships;
 - d) Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers including but not limited to identity, location, service requirements and charges to the customers are highly confidential and constitute trade secrets.
 - e) Import any software onto electronic or computer systems of the Client or EAPPSYS Clients without the prior written consent of the Client or EAPPSYS Clients;

You will agree that: You will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, company, firm, or corporation which is or was the customer of the Company on behalf of yourself or any other person, firm, company or corporation, for a period of two years after this employment has been terminated for any reason, regardless of whether the termination is initiated by the Company or yourself.

9. **Notice Period:** During your employment excluding probation period, Eappsys can terminate the appointment by giving 30 calendar days' written notice or basic salary in lieu of the notice. Note that you cannot exercise your notice period with in the first 24 months of your employment with Eappsys.

Office Address	: Plot No-20, Kavuri Hills, Phase- 3, Guttala Begumpet, Madhapur, Hyderabad, India-500033.
Email	: info@eappsys.com
Website	: www.eappsys.com
CIN No	: U72200TG1998PTC028945

If you leave the company for any reason during the first 24 months of your employment with Eappsys, the Company is entitled to receive the sum of Liquidated Damages as stipulated in the Letter of Undertaking executed by you. In addition to the liquidated damages you need to provide 90 calendar days' written notice to facilitate the hiring of a suitable replacement for your position.

After 24 months of your employment with Eappsys, if you would like to give a notice of resignation, you can do so by providing a 90 calendar days' written notice to facilitate the hiring of a suitable replacement for your position.

Eappsys reserves the right, if it is in the interest of the business and current assignment, to ask you to complete your notice period or decide whether your existing earned vacation or basic salary in lieu of notice period may be adjusted against the entire or partial notice period.

During Probation, Eappsys can terminate the appointment by giving 10 calendar days' written notice or basic salary in lieu of the notice.

10. Background Verification: Your employment will be subject to a background check in line with background check policy. An agency may conduct an internal and external background checks. Normally, such checks are completed within two months of joining. If the background check reveals unfavorable results, you will be liable to disciplinary action, which may include termination of service without notice.

11. Submission of Documents: At the time of your joining, the following original documents should be submitted to the company. This will be held with the company for three years from the date of joining.

- Standard X and XII sheets equivalent

If you leave the company for any reason before 2 years of your employment you will be liable for a payment of Rs. 3,00,000/- (Rupees three lakhs only) as mentioned in your **letter of undertaking**. In these circumstances your documents will be released once the payment is settled.

8.1 Verification of Documents: You are also expected to bring photocopy and original (for verification) of the below listed documents at the time of joining.

- Birth Certificate / Proof of Age
- Experience certificate from your previous employer(s) indicating the following
 - Period of employment
 - Title / Role
 - Technology areas you worked on
 - Certificates for any training provided by your previous employers in various technologies
- Release letter from your current employer indicating the date of release
- Passport (as permanent address and ID proof)
- Pan card – Mandatory
- Aadhar Card-Mandatory
- Existing pay slip – Past 3 months
- Temporary address information (if relevant)

Office Address

: Plot No-20, Kavuri Hills, Phase- 3, Guttala Begumpet, Madhapur, Hyderabad, India-500033.

Email

: info@eappsys.com

Website

: www.eappsys.com

CIN No

: U72200TG1998PTC028945

12. **Terms and Conditions:** The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

13. **Rules and Regulations of the Company:** Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Eappsys as applicable to you and the changes therein from time to time.

14. Absence Without Leave

- a. Regardless of the period of employment, if the Employee remains absent from work or does not report to the location as determined by the Company, for a period of eight consecutive working days, such absence would be deemed as, Absence Without Leave, or has availed additional leave in excess of the sanctioned leave for eight consecutive working days, the employee shall have deemed to have abandoned the employment voluntarily and has thereby terminated this agreement.
- b. Such Absence Without Leave or termination of employment resulting from such no reporting shall not bar the Company from the claim for compensation for training and other expenses borne by the Company and also other losses that the Company may suffer on account of such abandonment.
- c. Such termination shall also prompt Company to withhold any accruing benefits and the Employee pays all claims of compensation from the Company in full.

15. Termination

- a. The Company may terminate the services of the Employee for any cause determined by the company.
- b. For purposes of this Agreement, "Cause" shall include, but is not limited to:
 - i. Failure or neglect by employee to perform duties of the employee's position;
 - ii. Failure of employee to obey order given by the Company or supervisors;
 - iii. A Misconduct in connection with the performance of any of employee's duties including, without limitation
 1. Misappropriation of funds or property of the Company, securing or attempting to secure personally any profit in connection with any transaction entered into on behalf of the Company. Misrepresentation to the company, or any violation of law or regulation on company premises or to which the company is subject;
 - iv. Disloyalty by employee, including, without limitation, adding a competitor;
 - v. Failure by employee to devote his or her fulltime and best efforts to the Company's business and affairs;
 - vi. Failure by employee to work exclusively for the Company;
 - vii. Misappropriation of a Company asset financial asset
 - viii. Failure to fully cooperate in any investigation by the Company;
 - ix. Any breach of this agreement or company rules; or
 - x. Any other act of misconduct by employee.
- c. In the event that the employee breaches the provisions of this Agreement or that the employment is terminated voluntarily or for cause as mentioned above, prior to the completion of 24 months

Office Address : Plot No-20, Kavuri Hills, Phase- 3, Guttala Begumpet, Madhapur, Hyderabad, India-500033.
Email : info@eappsys.com
Website : www.eappsys.com
CIN No : U72200TG1998PTC028945

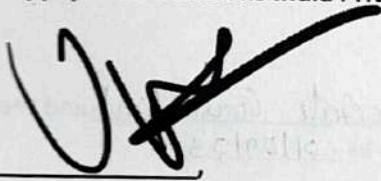
in the employment, the Company, reserves the right to deduct completion and withhold all amounts due from the Employee from any other amounts otherwise owed or payable to the employee

- d. The Company reserves the right to terminate the services of the employee with immediate effect, without any notice or salary in lieu of if any of the information provided by the Employee in the application form/employee data form or any other data provided prior to and or at the time of joining is found false.
- e. The right to terminate the contract of employment can be exercised by you upon giving at least three months' notice to that effect in writing. For avoidance of doubt such a right cannot be exercised before the expiry of the 2 years period as stipulated in the Letter of Undertaking. However, if you terminate the contract of employment before the expiry of 2 years then, the Company is entitled to receive the sum of Liquidated Damages as stipulated in the Letter of Undertaking executed by you.

16. Compliance to all clauses: You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and/or condition would entitle Eappsys in withdrawing this offer letter at its sole discretion.

We look forward to having you on board.

Yours Sincerely,
For Eappsys Info Solutions India Private Limited



Upma Varshney
HR Manager
Encl: Annexure A: Proposed Salary Structure

Acceptance of Offer

I, P. Chrissi Olvula, hereby accept the position of Associate Consultant and all the terms of Employment specified in this letter and confirm my joining date as 1st September, 2023



Signature

Date: 01/09/23

Annexure - A: Proposed Salary Structure

Name of the Resource	Ms. Chrissi Olivia
Designation	Associate Consultant Grade I
Stipend offered	Rs.5,00,000.00 per annum
	The detailed salary elements/components will be decided in due course i.e. before the employment joining date. (Includes Employer and Employee PF and medical insurance).

Notes:

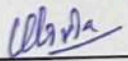
- Taxes and statutory commitments, as applicable shall be deducted from the above mentioned salary.
- Please send your queries to hr@eappsys.com

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

Your compensation package above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws.

Acceptance of Compensation

I, P. Chrissi Olivia hereby accept the position of Associate Consultant and the compensation as specified in this annexure and confirm my joining date as 01/09/23


Signature

Date: 01/09/23

Hello Daman,

Please be informed that enclosed list has students who qualified the Assessment Test and will be scheduled for personal Interview.

We will be conducting the Personal Interviews on 12th Oct 10.30am at campus, Kindly confirm on the same .

Request you to share the resumes of these 50 shortlisted candidates.

Regards

Vijay



Vijay Chityala

ASSISTANT VICE PRESIDENT



9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy

Hyderabad, TS 500019

O [+91 \(40\) 67170203](tel:+914067170203) | **M** [+91 \(773\) 0860888](tel:+917730860888) | vijay.chityala@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

[Let us find your next investment! Visit our property acquisition portal and update your acquisition criteria today.](#)

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587

Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA <pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in <pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>;DONTA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>

Date: Thu, Oct 13, 2022 at 5:00 PM

Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews

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

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>

Date: 13 October 2022 at 3:07:14 PM IST

To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in" <damanjeet_sms@cbit.ac.in>

Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

300

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.



Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that enclosed list has students who qualified the Assessment Test and will be scheduled for personal Interview.

We will be conducting the Personal Interviews on 12th Oct 10.30am at campus, Kindly confirm on the same .

Request you to share the resumes of these 50 shortlisted candidates.

Regards

Vijay



Vijay Chityala

ASSISTANT VICE PRESIDENT



9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy

Hyderabad, TS 500019

O [+91 \(40\) 67170203](tel:+914067170203) | **M** [+91 \(773\) 0860888](tel:+917730860888) | vijay.chityala@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM    

[Let us find your next investment! Visit our property acquisition portal and update your acquisition criteria today.](#)

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587

List of Selected Candidates

CBIT, Hyderabad

Dear Daman Jeet,

Thank you for participating in the **Tax Team** – alliantgroup Campus Recruitment.

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

As a follow-up to the **Two offers** communicated verbally, we have mentioned the complete list of students selected from your institution.

Please block these students for alliantgroup.

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

S No	Name Of the Candidate	Email ID
1	Sidarpu Teja Rani	stejaswiaani08@gmail.com
2	Disha Patel	dishapetel13@gmail.com

Best regards,

Sangeetha

Talent Acquisition Team

alliantgroup



Date of Joining: **November 25, 2022**
 Joining Location: **Hyderabad**
 Designation: **Associate Analyst I**

Dear **Divija vaidya**,

A very warm welcome to you!

Berkadia's slogan is 'Be Berkadia', and we live it each day at work. We hope that it resonates with you too, as we set out to achieve our goals - both individually as well as a team-together.

To give you an idea, this is how your first day will progress...

1	Reporting at 10:00 AM
2	Verification/Filling/ Submission of Background Verification Form
3	Receipt of Employee Handbook and visitor-cum-bus pass
4	Filling up of master form
5	Lunch break
6	Submission of signed documents
7	Receipt of appointment letter
8	Bank account opening
9	Team introduction

We wish you all the very best.

Regards,

Team HR

Kindly note:

- Please dress in business formal
- Please carry this welcome letter on your Date of Joining**
- If you are driving to office on the first day, please ensure you are there by 10:45AM.

The information contained in this message is proprietary and confidential. Copyright © 2015. All rights reserved by Berkadia.

PRIVATE AND CONFIDENTIAL

Berkadia Services India Private Limited



EMPLOYMENT OFFER LETTER

October 7, 2022

Dear **Divija vaidya**,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Berkadia India Private Limited ('**Berkadia**' or '**Company**') starting from **November 25, 2022**, (or such other date as may be communicated to you by the Company), as per details given below.

A). Your current designation will be **Associate Analyst I**.

B). You will be required to work at the Company's offices in Hyderabad

C). Your all-inclusive annual target compensation (on a cost to company basis) will be **(INR 4,54,000 , Four lakhs Fifty Four Thousand Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis. The Company shall deduct tax at source at the time of making payment.

Please note that this offer is made on consideration of your skills, qualifications and salary details contained in the particulars furnished by you in your resume \testimonials\ current-previous employment details etc. the company conducts background verification and in case the furnished particulars are found to be incorrect or if it is found that any material fact related to your skills, qualifications and personal capacities has been concealed by you, the company shall have the right to terminate your appointment without any notice or compensation or this offer remains null and void.

1. Company's contribution to PF is @12% and is calculated on the sum of Basic Salary,
2. The salary\allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income tax Laws.
3. As per the company policy, you will be covered under a company provided Medical Insurance.
4. Performance bonus will be payable annually subject to the company's and your performance.
5. The details about your targets will be decided between you and your Team Lead on your joining the company.
6. Meal Allowance vouchers worth Rs.2500 are paid every month for no. of days you work at office.

The breakup of your all-inclusive annual target compensation is provided in Annex-1.

Best Regards,
For **Berkadia Services Pvt. Ltd.**

A handwritten signature in black ink that reads "Debashish Ghosh".

Debashish Ghosh

Vice President- Human Resources

PRIVATE AND CONFIDENTIAL

Berkadia Services India Private Limited

Page 2



Annexure – 1

Salary Structure	
Total CTC	4,54,000
Fixed CTC	4,00,000
Part A Fixed	
Basic Salary	1,40,000
HRA	70,000
Special Allowance	1,68,400
Vehicle and Maintenance	0
LTA	0
Employer PF	21,600
Total Part A	4,00,000
Part B Variable	
Meal Voucher	30,000
Shift Allowance	0
Total Part B	30,000
Part C Performance Related Components	
Process Allowance	0
Performance Pay	24,000
Total Part C	24,000
Total Gross Part A, Part B & Part C	4,54,000
Statutory Deductions	
PF Per Annum	21,600
PT Per Annum	2,400
TDS	As Applicable

Internet Allowance Per Annum - Rs-15600/-

You are eligible for an Internet reimbursement of Rs.1300/- Monthly. You will be required to submit all the reimbursement invoices during our annual Investment Proof submission period for tax exemption. If not, this payout would be taxed.



Monetary Benefits


- A. **Performance Pay:** All employees who have joined before the August 31st of the review year will be eligible for the Performance Pay. This pay out purely based on the performance of the employees and at the discretion of the Management. This is a variable pay. The pay may vary from INR 0 to the maximum mentioned in the Performance Pay.
- B. **Process Allowance:** This policy is to enhance motivation levels of employees to work in high complex areas/processes. Employees in AA1 & AA2 capacity, Employees in Probation period, Employees who are not on the rolls of the Company during Disbursement are not eligible for Process Allowance (PA). Employees in the capacity of A1, A2, SA1, and SA2 will be eligible for the Process Allowance. PA is paid on Quarterly basis and as below:
- i. Level 4 processes will be paid an allowance of INR 7000 /month
 - ii. Level 3 processes will be paid an allowance of INR 5000 /month
 - iii. Level 2 processes will be paid an allowance of INR 3000 /month
 - iv. Please follow the Process Allowance Policy for further guidelines
- C. **Shift allowance Benefit:** This benefit is applicable for all employees working in Split, Night & Sunrise shifts. This is provided to boost the morale of the employees to work in Split, Night & Sunrise shifts. This is paid based on the no. of days the employees worked in the Split, Night & Sunrise shifts. (No. of days worked in Shift * Allowance per month/No. of days in the month).
- D. **Meal Voucher:** Meal Vouchers enable employers to benefit employees by providing Meal benefits uniformly. The company provides you with Sodexo Vouchers to the value of INR.2500 per month. This is in accordance with your Attendance. Employees on LOP and Maternity Leave will not be eligible for the benefit.
- E. **Over Time:** All employees are expected to work such hours as may reasonably be expected in the requirements of their position. Overtime is payable to employees without people management duties for additional hours worked in excess of 40 hours per week as per statutory rule.

Over and above the monetary benefits, company provides other allowances\benefits. The list is as follows:



Non-Monetary Benefits

- F. **Annual Health Checkup**: This benefit is applicable to all employees after completion of one year at Berkadia. Under this policy employee is entitled to get a voucher maximum of INR1500/- for health screening tests at ITMR, Lucid Diagnostic Center. Employees can avail this benefit once in a year only.
- G. **Corporate Eye Screening Program**: This benefit is applicable to all employees after completion of probation period. The Company's Corporate Eye Screening Program (CESP) is designed to assist employees in taking care of their eyes and eyesight. Employees will benefit from an eyesight test free of charge on an annual basis and the company will contribute INR 4,000 once in two years towards the cost of spectacles (frames + hard multi coated lenses) where the Optician recommends spectacles or corrective lenses for VDU use only. The Company will not contribute towards the cost of spectacles where they are required for general use.
- H. **Mediclaim Policy**: This benefit is applicable for all the employees of Berkadia India Services. The sum insured is INR 500000. Coverage includes employee, spouse, children and parents from first day of employment.
- I. **Life Insurance Benefit**: This benefit is applicable for all the employees of Berkadia India Services. The compensation payable to the nominees of the deceased employee is three times of fixed CTC.
- J. **Personal Accident Policy Benefit**: This policy covers permanent total disablement, permanent partial disablement, temporary total disablement and loss of wages due to or arising out of accident. The compensation is 3 times of CTC in case of permanent disablement. The loss of wages will be paid on 1/4th of monthly wages per week basis. Accidental medical expenses can be covered up to INR 25000/-.

DocuSigned by:

4AAB1C57DFEC4C2...

10/14/2022 | 1:03:17 PM EDT

Divija vaidya

Date:

On Fri, May 26, 2023 at 4:32 PM Divyadeep Lolla <divyadeep.lolla@sidsfarm.com> wrote:

Hello HR team,

Please issue internship offer letters with a monthly stipend of Rs. 20,000 to below candidates reporting to the respective departments. You may find their resumes attached to this mail.

Akhil - Digital Transformation (Focus areas: Implementing Hooper in procurement and production, Procurement ERP)

Harika - Digital Transformation (Focus areas: Evaluating and implementing production related softwares for forecasting, planning and execution)

Venkat - Customer Experience and Agent Sales (Focus areas: Analysis of customer issue patterns, implementing initiatives, market research for agent sales, etc.)

Mahitha - Customer Experience and Agent Sales (Focus areas: Analysis of customer issue patterns, implementing initiatives, market research for agent sales, etc.)

The **internship period** is from **29th May 2023 to 30th September 2023**. In the 3rd week of September, based on the feedback by Ascharya and Sahana, one of the following scenarios will be applicable to the candidates:

1. Candidates are awarded management trainee (MT) positions
2. Candidates may be offered staff level positions with lower salaries as they do not fit MT requirements
3. Candidates may not be offered any position

Please let me know in case of any questions.

Best regards,
Divyadeep Lolla,
Vice President - Operations,
Sids Farm Private Limited
Phone No. +91-93469 99712



20th August 2023

To Pavan Adi

Subject: Offer of Internship leading to employment

Dear Pavan,

Eappsys Info Solutions India Private Limited is pleased to make you an offer of Internship leading to employment based on our recent interaction. This offer is extended to you based on your profile and performance in the selection process. You have been selected for the position of Internship based in Hyderabad. Your Stipend during internship including all benefits are mentioned in Annexure-A.

You will be on the eAppSys full time employment after successful completion of degree. Your CTC during full time employment including all benefits are mentioned in Annexure-B. Upon completion of internship you will be under probation period for the first six months of your employment. You will be assessed after the probation period and based on your performance you will either be taken into permanent employment or your probation will be extended or your employment contract will be terminated. Upon completion of the probation period, the Company may confirm the services in writing. Until such written confirmation is conveyed to the Employee, the Employee shall be deemed to be on probation.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

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

As a token of your acceptance of our offer and the terms of employment described herein, please sign in the space provided below indicating your acceptance of our offer and deliver the duplicate copy of the duly signed offer letter to us at the company address within one week of receipt of this letter and with the joining date on **21st August 2023**. This offer will lapse automatically after 21st of August 2023.

We look forward to you joining our team. If you wish to discuss any detail of this offer, please feel free to contact us.

Kindly confirm your acceptance of this offer by signing a copy of the letter and also confirm your tentative date of joining.

TERMS OF INTERNSHIP/EMPLOYMENT

1. **Working Hours:** You may be required to work in shifts and / or in extended working hours. You may be required to work beyond your existing working hours depending upon the business requirements, exigencies from time to time.
2. **Place of Work:** This is office based role and your base location will be eAppSys Hyderabad Office

3. **Mobility:** Eappsys reserves the right to transfer / utilize your services at any of its offices, work sites, or outside India, on the terms and conditions as applicable to you at the time of transfer.
4. **Appraisals and Promotions:** Your performance and contribution to the company will be an important consideration for salary appraisals and promotions and will be based on relevant company policies and procedures. Your next role and compensation review will be scheduled on an yearly basis as per company policies.
5. **Alternative Employment:** As a full-time employee of Eappsys, you are not permitted to undertake any other business or employment, assume any public office, honorary or remunerative, without the written permission of Eappsys.
6. **Confidentiality Agreement:** As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of Eappsys and its clients.
7. **Notice Period:** During your internship/probation period, Eappsys can terminate the appointment by giving 30 calendar days' written notice.

Note that you cannot exercise your notice period during internship as well as, within the first 24 months of your employment with Eappsys.

If you leave the company for any reason during the first 24 months of your employment with Eappsys, the Company is entitled to receive the sum of Liquidated Damages as stipulated in the Letter of Undertaking executed by you. In addition to the liquidated damages you need to provide 90 calendar days' written notice to facilitate the hiring of a suitable replacement for your position.

After 24 months of your employment with Eappsys, if you would like to give a notice of resignation, you can do so by providing a 90 calendar days' written notice to facilitate the hiring of a suitable replacement for your position.

Eappsys reserves the right, if it is in the interest of the business and current assignment, to ask you to complete your notice period or decide whether your existing earned vacation or basic salary in lieu of notice period may be adjusted against the entire or partial notice period.

8. **Trade Secrets and Confidential Information:** During the term of your employment, you may have access to and become familiar with various trade secrets and confidential information belonging to the Company, its affiliates and its customers. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and its customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company unless such employee is compelled to disclose it by judicial process.
9. **Restrictive Covenant:** The Company is in the business of providing various services including services in the computer software area. You will acknowledge that:
 - a) Company's services are highly specialized;
 - b) The identity and particular needs of the Company's customers are not generally known by the industry;

- c) Company has a proprietary interest in its customer list and relationships;
- d) Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers including but not limited to identity, location, service requirements and charges to the customers are highly confidential and constitute trade secrets.
- e) Import any software onto electronic or computer systems of the Client or EAPPSYS Clients without the prior written consent of the Client or EAPPSYS Clients;

You will agree that: You will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, company, firm, or corporation which is or was the customer of the Company on behalf of yourself or any other person, firm, company or corporation, for a period of two years after this employment has been terminated for any reason, regardless of whether the termination is initiated by the Company or yourself.

10. **Background Verification:** Your employment will be subject to a background check in line with background check policy. An agency may conduct an internal and external background checks. Normally, such checks are completed within two months of joining. If the background check reveals unfavorable results, you will be liable to disciplinary action, which may include termination of service without notice.
11. **Submission of Documents:** At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.
 - Birth Certificate / Proof of Age
 - Degree Certificates and TC
 - Passport (as permanent address and ID proof)
 - Pan card – Mandatory
 - Aadhar Card-Mandatory
 - Temporary address information (if relevant)
12. **Terms and Conditions:** The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.
13. **Rules and Regulations of the Company:** Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Eappsys as applicable to you and the changes therein from time to time.
14. **Absence Without Leave**
 - a. Regardless of the period of employment, if the Employee remains absent from work or does not report to the location as determined by the Company, for a period of eight consecutive working days, such absence would be deemed as, Absence Without Leave, or has availed additional leave in excess of the sanctioned leave for eight consecutive working days, the employee shall have deemed to have abandoned the employment voluntarily and has thereby terminated this agreement.
 - b. Such Absence Without Leave or termination of employment resulting from such no reporting shall not bar the Company from the claim for compensation for training and other expenses borne by the Company and also other losses that the Company may suffer on account of such abandonment.
 - c. Such termination shall also prompt Company to withhold any accruing benefits and the Employee pays all claims of compensation from the Company in full.

15. Termination

- a. The Company may terminate the services of the Employee for any cause determined by the company.
- b. For purposes of this Agreement, "Cause" shall include, but is not limited to:
 - i. Failure or neglect by employee to perform duties of the employee's position;
 - ii. Failure of employee to obey order given by the Company or supervisors;
 - iii. A Misconduct in connection with the performance of any of employee's duties including, without limitation
 1. Misappropriation of funds or property of the Company, securing or attempting to secure personally any profit in connection with any transaction entered into on behalf of the Company. Misrepresentation to the company, or any violation of law or regulation on company premises or to which the company is subject;
 - iv. Disloyalty by employee, including, without limitation, adding a competitor;
 - v. Failure by employee to devote his or her fulltime and best efforts to the Company's business and affairs;
 - vi. Failure by employee to work exclusively for the Company;
 - vii. Misappropriation of a Company asset financial asset
 - viii. Failure to fully cooperate in any investigation by the Company;
 - ix. Any breach of this agreement or company rules; or
 - x. Any other act of misconduct by employee.
 - xi. Incompletion of degree in the first attempt i.e no backlogs.
- c. In the event that the employee breaches the provisions of this Agreement or that the employment is terminated voluntarily or for cause as mentioned above, prior to the completion of 24 months in the employment , the Company, reserves the right to deduct completion and withhold all amounts due from the Employee from any other amounts otherwise owed or payable to the employee
- d. The Company reserves the right to terminate the services of the employee with immediate effect, without any notice or salary in lieu of if any of the information provided by the Employee in the application form/employee data form or any other data provided prior to and or at the time of joining is found false.

16. **Compliance to all clauses:** You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and/or condition would entitle Eappsys in withdrawing this offer letter at its sole discretion.

We look forward to having you on board.

Yours Sincerely,
For **Eappsys Info Solutions India Private Limited**



Upma Varshney
HR Manager

Encl: Annexure A: Proposed Salary Structure

Acceptance of Offer

I, ADJ. PAVAN, hereby accept the position of INTERN and all the terms of Internship/Employment specified in this offer letter and confirm my joining date as 21-08-2023

A. PAVAN
Signature

Date: 21-08-2023

Annexure - A: Proposed internship fee Structure

Name	Mr. Pavan Adi
Designation	Internship
Stipend offered during Internship	Rs.15,000/- per month.

Annexure - B: Proposed Salary Structure

Name	Mr. Pavan Adi
Designation	Associate Consultant
Employment CTC	Rs.5,00,000/- per annum.
	The detailed salary elements/components will be decided in due course i.e. before the actual employment joining date. (Includes Employer and Employee PF and medical insurance).

Notes:

- Taxes and statutory commitments, as applicable shall be deducted from the above mentioned salary.
- Please send your queries to hr@eappsys.com

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

Your compensation package above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws.

Acceptance of Compensation

I, ADI. PAVAN hereby accept the position of INTERN and the compensation as specified in this annexure and confirm my joining date as 21-08-2023

A. Pavan
Signature

Date: 21-08-2023

OFFER OF APPOINTMENT

Date: 02nd May, 2023

Mr. Allakonda Bhargav,

Welcome to UNISCIENT ENGINEERING PRIVATE LIMITED.

We are pleased to extend you this Offer of Appointment as an **Executive – Social Media Marketing** at Uniscient Engineering Private Limited. Your work location would be at our Hyderabad office. Your date of joining is **08th May, 2023**.

Compensation

Your compensation details are attached herewith in Annexure A. Your total annual compensation inclusive of all benefits (statutory or otherwise) and will be up to a maximum of **Rs. 4,50,000.00 (Rupees Four Lakhs and Fifty Thousand Only)** per annum and will be subject to deduction of tax at source in accordance with the prevailing laws. Your annual compensation shall be due for revision as per the Company policy. Your compensation and benefits may be amended at the sole discretion of the company. Your salary is personal and confidential information.

Working hours

The general work timing at the Company is from 9:30 am to 6:30 pm IST. However, you are required to abide by the timings of your Work Location / Business Unit. We presently have a five-day work week; however, for the convenience of our employees the office is open on Saturdays and Sundays too.

Benefits

Your benefits depend upon your work location and project duration.

- a. You are eligible to avail medical insurance as per company policy.
- b. The Company leave benefits include: as per the current company policies depending upon the project public holiday will be given as per the state and project.
 - I. Earned leave of 12 working days and Sick Leaves of 6 working days per calendar year.
 - II. You will be eligible for Indian Holidays. A list of these would be announced every year on the company intranet.

Uniscient Engineering Private Limited

Regd. Office: #2-2-1130/19/1, First Floor, Beside Karur Vysya Bank, Shivam Road, Hyderabad - 500044.

E-Mail ID info@uniscient.com Phone: +91-7997-1111-63 CIN No. U74999TG2017PTC114278

Please note that this Offer of Appointment is subject to fulfillment of the following conditions by you:

- a. You are required to devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. You will not engage in or do any other business or render any professional service either on full time or part time basis.
- b. You shall keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you became aware of during your employment with us. You shall not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.
- c. As part of your duties you may be required to travel outside of the Company's premises. Pursuant to any business requirement, Company may also transfer or depute you to any other office or location of the Company or any of its subsidiaries or affiliates or group companies or to the work site or office of the Company's customer within or outside of India or as part a business arrangement or sale of assets merger. Takeover acquisition, or hive-off, the transfer you onto the rolls of another entity and you shall accept such transfer or deputation without demur.
- d. Upon you joining the Services of the Company you are required to execute an Employment Agreement, which along with this Offer of Appointment will govern the terms of your employment with the Company.

Probation

You will be on probation for a period of three (3) months from the date of joining. During such period of probation, your services may be terminated by fifteen (15) days' notice from both sides. However, in case of non-performance, misconduct or non-compliance of any company policies on your part. Your services may be terminated forthwith without any notice period by the Company.

Background Check

All documents submitted by you to the Company with reference to the above are subject to verification by the Company or an agency appointed by the Company at any time during your employment with the Company. You hereby specifically authorize the Company or any external agency appointed by the Company to verify your educational and employment antecedents. Your conduct and any other back ground checks prior to your joining the Company or thereafter. You are expected to extend your full cooperation during such verification. This Offer of Appointment is subject to you clearing the Background Check as conducted by the Company or any third-party agency on behalf of the Company. In the event you fail to cooperate or clear the background check, your employment may be terminated by the Company forthwith and without any liability to the Company.

Uniscient Engineering Private Limited

Regd. Office: #2-2-1130/19/1, First Floor, Beside Karur Vysya Bank, Shivam Road, Hyderabad - 500044.

E-Mail ID: info@uniscient.com **Phone:** +91-7997-1111-63 **CIN No.** U74999TG2017PTC114278

Termination

We hope your association with us will be a very long one. However, your employment with the Company can be terminated by (15) days' notice in writing for permanent employee and 15 (five) days for employees in probation from both sides. You expressly acknowledge and recognize that notice period is a key Condition to the employment. Any payment in lieu of notice, shall be as per Company policy and as determined by the Company in the specific circumstances. However, in the event of any discrepancy or untrue information found in your application form or resume, willful neglect of your duties, breach of trust, gross indiscipline or any other serious dereliction of duties that may be prejudicial to the interests of the Company, the Company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

Offer Validity

This offer is valid till **06th May, 2023**. Kindly confirm the acceptance of the offer along with date of joining on or before the **08th May, 2023**. The offer stands automatically withdrawn thereafter, unless the offer validity date is extended and communicated to you in writing or via email. In the event you confirm your acceptance as aforementioned, you understand and agree that you have read and understood the terms of this Offer of Appointment and made the confirmation with your full conscience, free will and consent. This Offer of Appointment supersedes all prior communications - written and oral with you, if any in this regard. You agree to abide by all the Company rules, regulations, instructions, policies, practices and procedures that the Company may amend from time to time and to indemnify the Company for any loss suffered as a consequence of a breach by you of the Company's rules, regulations, instructions, policies, practices and procedures. The day you join us, please come to the work location 30 minutes before to your schedule shift timings. One of the executives from the Human Resources department will be very happy to walk you through our facility, familiarizing you with our work culture, guide you through our work environment and introduce you to your team.

Yours Sincerely,

UNISCIENT ENGINEERING PVT LTD


N Sai Srinivas
Managing Director



I accept the above terms and conditions

Signature: _____



My Joining date will be: _____

08/05/23

Enclosures: Annexure A - Salary Structure;

Uniscient Engineering Private Limited

Regd. Office: #2-2-1130/19/1, First Floor, Beside Karur Vysya Bank, Shivam Road, Hyderabad - 500044

E-Mail ID : info@uniscient.com Phone: +91-7997-1111-63 CIN No. U74999TG2017PTC114278

Annexure A

Name: Allakonda Bhargav

Designation: Executive

Location: Hyderabad

Salary Break Up		
Basic (Inclusive of DA) - 40% of CTC	15000	180000
HRA @ 50% of Basic	7500	90000
Medical Allowance	1250	15000
Conveyance Allowance	1600	19200
Bonus	1500	18000
Special Allowance	8,850	105600
Gross Salary (A)	35,700	4,28,400
Regular Deductions		
Provident Fund	1800	21600
ESI - Employee Contribution	0	0
Professional Tax	200	2400
Total Deductions (B)	2000	24000
Net Salary (A-B)	33,700	4,04,400
Retiral Benefits & Social Security Cont		
PF Employer	1800	21600
ESI Employer Cont	0	0
Total (C)	1800	21600
CTC (A+C)	37,500	4,50,000

Signature: 

Candidate Name: Allakonda Bhargav

Our Ref: C2115856

Personal & Confidential

Date: Friday, 22 September 2023

Offer of Employment

Dear **Allanki Sai Charan**,

With reference to your application we are pleased to offer you as **Total Rewards Analyst (Band A)** in our organization on a **Temporary** basis on the following terms and conditions:

Total Compensation: INR 280,002/- per annum.

Employment Type: Temporary (Fixed Term)

Start Date: on Monday, 25 September 2023

Place of work: Hyderabad, Madhapur

Address: Plot No.11, Software Units Layout, Infocity, Madhapur, Hyderabad, Telangana

This appointment is for a period of about **12 Months** from date of joining and your employment with us would automatically cease on 24 September 2024

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please contact your recruiter..

Please indicate the acceptance of the offer by 23 September 2023.

We will initiate the pre on-boarding processes and provide you any additional requirements for on-boarding separately..

Compensation structure of **Allanki Sai Charan, Total Rewards Analyst (Band A)**

Monthly components and amounts

Basic Pay = INR ₹12,600.00/- per month

H.R.A = INR ₹6,015.00/- per month

Advance Bonus* = INR ₹2,800.00/- per month

E S I=INR ₹0.00/- per month

Bouquet of Benefits* = INR ₹406.42/- per month

Gross Monthly Salary = INR 21,821/- per month

Company's contribution to PF(12% of Basic)= INR ₹1,512.00/- per month

Cost to Company = INR 280,002/- per annum**

*** Advance bonus is an advance payment towards statutory bonus payable under Payment of Bonus Act. At the end of the relevant FY once the bonus is declared by the company the pay-out will be adjusted towards Statutory bonus payable**

**** The company reserves the right to alter the salary structure and make changes in the overall CTC to accommodate any changes in the regulatory provisions or company policies.**

Sign On Bonus: Joining bonus will be paid as per schedule below and this shall be taxable as per the IT Rules. This amount shall be recovered in the event of your leaving the organization before the agreed period mentioned below.

Your sign on bonus schedule as below:

Sign On Bonus1: INR ₹20,000.00/-due on 31/03/2024

Recovery End Date: 24/09/2024

For Cyient Ltd

Talent Acquisition Team

Note: This is a system generated letter hence no signature is required.

Internal Reference: JR-045716

List of documents to be carried for on-boarding formalities:

Please submit the below mentioned documents for verification on your date of joining.

- Previous Service Credentials(As applicable)
- Relieving Letter/Resignation Acceptance Letter
- Fitness certificate obtained from a registered medical practitioner
- Universal Account Number (UAN)

You are required to submit UAN from the Employee Provident Fund Organization (EPFO).

If you are not having UAN, you may generate the UAN through EPFO Portal.

Refer UAN generation process link, provided in the joining formalities form.

Other Details: Reporting Date & Time: Monday, 25 September 2023 & 9 AM

Venue: Hyderabad, Madhapur

Contact Person: Phani Kumar Daivam / Prathibha Kumari

Email ID: HR.Operations@cyient.com

Terms & Conditions

1. Compensation

As detailed in the above page.

2. Term

This Offer Letter shall be valid and binding between you and the Company from the date of execution hereof, unless terminated in accordance with the provisions of this Offer letter.

3. Probation

You will be on probation for a period of hundred and eighty (180) calendar days from the effective start date of your

employment with the company. Company up on its sole discretion, at any time may extend the probation for an additional period of ninety (90) calendar days with appropriate notification to you. In case, if the probation period is already mentioned above, please ignore the condition (3) in T&C. Please note that this probation clause is applicable for Band G and below associates only.

4. Acceptance of Employment.

Your designation and title information are descriptive and not intended to limit your duties or functions or guarantee you a certain job. Your duties and functions may be modified at the discretion of the Company from time to time. You hereby accept such employment, to the exclusion of all other employments and engagements, on the terms, conditions and stipulations contained herein.

5. Transfer & Deputation

Your services can be transferred to other departments, locations, subsidiaries, sister companies or deputed to any client's site, within or outside India based on the requirements of the organization or exigencies of work from time to time. Disobedience of such orders of the Company will be construed as misconduct and may lead to punitive action.

6. Compliance with the Company's Policy and Procedures

You understand, agree, acknowledge and undertake that you will be subject to, and you agree to comply with, all applicable Company's policies and procedures, whether in existence or as may be formulated, revised and amended from time to time.

7. Applicability of changes in the general terms and conditions of employment and policies made by the company subsequently

Company reserves the right to amend certain terms and conditions of employment and /or policies from time to time to cope with the changing business needs and environment which shall be communicated appropriately. Unless given specific exemption, you shall be bound by these amended terms and conditions automatically.

8. Exclusivity / Undertaking by the Employee

You will perform and discharge all duties and functions assigned by the Company in a faithful, competent and professional manner. You undertake to refer to the Company, and to the best of your abilities, ensure a mandate to the Company for all business opportunities known to you or made known to you at any time, with respect to the Business being carried on or proposed to be carried on by the Company.

9. Disclosure of the Employee

You shall immediately make full and true disclosure in writing to the Company of:

9.1. any direct or indirect interest or benefit you have derived or are likely to derive through or in connection with any contractual arrangements, dealings, transactions or affairs of the Company and/or any transactions which are likely to be detrimental to the Company;

9.2. any and all business interests that are similar to or in conflict with the Business;

9.3. any intellectual property developed, created or owned by you and proposed to be used by you during the course of your employment with the Company; and

9.4. any outstanding payment such as royalty or fees or any other benefit due to you for any intellectual property mentioned in Clause 9.3..

10. Representation and Warranties of the Employee

10.1. You represent that to the best of your knowledge, you have no commitments to former employers or other entities

which would restrict you from joining the Company. You represent and warrant that you have not taken or otherwise misappropriated and do not have in your possession or control any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers. You represent and warrant that you have returned to all prior employers any and all such confidential and proprietary information and shall not use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with your employment with the Company. You shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 10.

10.2. You have furnished to the Company the documents of qualification and have made various other representations based on which the Company has employed you. You represent that all

documents furnished to the Company and all facts disclosed are true and accurate. You further represent that in addition to the disclosures made by you pursuant to Clause 9 herein above, you have disclosed all material and relevant information which may either affect your employment with the Company currently or in the future or may be in conflict with the terms of your employment with the Company, either directly or indirectly.

10.3 You represent and warrant that if it is found subsequent to your appointment that any information that you submitted is inaccurate or incomplete or that you have wilfully suppressed material information, you shall be deemed to have committed a fraud on the Company and the Company reserves the right to terminate your appointment forthwith, notwithstanding anything to the contrary, and without prejudice to any other remedy available to the Company.

10.4. You represent that the execution and delivery of this Offer Letter by you and promises, covenants or undertakings given by you under this Offer Letter do not violate any law, rule, regulation or order applicable to you or violate or contravene the provisions of or constitute a default under any documents, contracts, agreements or any other instruments to which you are a party or which is applicable to you or which relates to your prior engagements or prior employers.

11. Contact information

You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your employment. Any communication sent to the last informed address is deemed as served.

12. Working Hours

Company reserves the right to run the shifts, change the shift timings, fix the criteria to attend in shifts within the applicable laws based on its business needs and all its employees are bound by it..

13. Leave & Holidays

You shall be entitled to annual leave with pay and medical leave in accordance with applicable laws. General Holidays will be declared at the beginning of the Calendar year and are a benefit for all full-time employees. You may be called upon to attend duties as and when required on holidays, as may be scheduled in accordance with the needs of the Company

14. Voluntary Abandonment

You agree that all/any unplanned/unauthorized leave for 5 (five) or more consecutive working days without prior intimation will be deemed as "Abandonment of Services" (unless such unplanned leave, is for the reasons of medical emergency which shall be substantiated with valid documentary proof within 7 (seven) days from the date of such absence) and you shall not be entitled to any monetary and non-monetary benefits as was applicable to you. This provision shall also be applicable to all/any such unplanned/unauthorized leave during your serving the notice period, if any. You shall also be not entitled to any monetary and non-monetary benefits, in case of your resignation and you do not serve the agreed notice period as directed by the Company.

15. Medical Examination

The company reserves its right to have you undergo medical examination from time to time. The appointment, shall at all times, be subject to a doctor, certifying you to be fit to carry out your duties.

16. Dress Code

You are required to be dressed in Business Formals on Weekdays and Business Informal is permitted on Friday.

Gentlemen: To be dressed in full/half sleeved shirt, Full Trousers and Leather Shoes (Black or Brown)

Ladies : Sarees / Salwar Kameez / Business Suits.

17. Performance Review

You shall receive periodic performance reviews/evaluations at the discretion of the Company.

18. Compensation Reviews

Compensation reviews shall be purely based on individual's profile, contributions, competencies, role, potential to shoulder higher responsibilities and internal & external environment.

Compensation reviews are highly personal and confidential and hence, revealing or eliciting compensation details is considered as impropriety and may lead to punitive action.

19. Financial or Nonfinancial reviews

Financial or non-financial reviews like payment of ex-gratia, incentive, variable pay etc shall not be considered for the employees who tender their resignation and serving the notice period.

20. Associate's Non-Disclosure agreement

You will need to keep all information pertaining to Cyient and its subsidiaries, customers and all stakeholders confidential. Please execute the Non-Disclosure Agreement as stipulated by the company at the time of joining.

21. Travel

You may be required to undertake travel on Company's work and you will be paid travel expenses as per the prevailing travel policy in the company.

22. Overseas Service Agreement

As the company will be spending substantial amount of time and money for your deputation / secondment abroad for training/familiarization program / onsite implementation, you are required to execute a service agreement depending on the duration of the stay abroad. This service agreement is applicable only for associates up to and including Band C. (This agreement will, inter alia, requires (i) your commitment to complete the Project, and (ii) your returning to India after completion of the Project and serving the Company for a stipulated period).

23. Termination and Consequences thereof

Notwithstanding anything contained in Clause 1 herein above:

23.1 The Company shall have the right to terminate your employment at any time without assigning any reason upon prior notice to you or by making payment (basic salary) in lieu of notice.

23.2 You shall have the right to terminate your employment at any time without assigning any reason by giving 30 days prior notice in writing to the Company. However, with the prior intimation by the company the notice period may vary depending on the project where you are deputed. In either case, the Company shall have the right to relieve you of your duties during the said notice period by making payment (basic salary) for shortfall of notice.

23.3 The Company may terminate your employment immediately (without the requirement of any notice) if you:

- i. have engaged in misconduct in performing your responsibilities or have neglected or refused to perform and/or discharge your obligations, duties and responsibilities entrusted from time to time;
- ii. commit any act or omission, whether in the course of, or in connection with, your employment or otherwise, that is illegal or contrary to any regulatory requirement or restriction applicable to the Company's or affiliate's business, or which the Company determines is detrimental to its business or is otherwise sufficient cause to terminate your employment;
- iii. are in violation of the Company's policies, rules and regulations as applicable from time to time;
- iv. have wilfully or intentionally acted in any way, with the intent to harm the Company, that has a direct, substantial and material adverse effect on the business or reputation of the Company;

- v. are restricted in any manner (regardless of the extent, context, and validity of such restrictions) from conducting or engaging in the business of the Company by any court of competent jurisdiction;
- vi. provide any inaccurate representations or commit a material breach of any of the provisions of this Offer Letter;
- vii. failed to remedy any breach notified by the Company; or
- viii. otherwise act in a manner that is damaging to the Company's reputation.

23.4 In the event your employment is terminated by the Company for any other reason, or you terminate your employment in breach of the terms of your employment, without prejudice to any other right or remedy available to the Company under law and/or equity, the Company shall not be liable to pay any salary or any other amount to you which shall stand forfeited with immediate effect. In such an event you shall also be deemed to have unconditionally and irrevocably waived any salary or any other amount payable to and you shall not be entitled to claim damages, injunction or other reliefs or compensation for termination of this Offer Letter.

23.5 Upon termination of this Offer Letter:

23.5.1 Please adhere to the requirements of the exit process in terms of settling all claims. You will also need to surrender all the tangible assets of the Company, including the data and information both in soft and hard copies which are in your possession by virtue of your employment before separation from the Company

23.5.2 You shall extend requisite co-operation to the Company and/or its affiliates to ensure smooth transition of your duties and responsibilities to such person as may be nominated/appointed by the Company and/or affiliates.

23.6 After the termination of your employment with the Company and/or its affiliates, you shall not at any time:

23.6.1 make any untrue or misleading statements in relation to the Company and/or its affiliates;

23.6.2 make any statement to any person which may, or is likely to, adversely affect the business or reputation of the Company; represent yourself as being directly or indirectly associated with or interested in the business of the Company and/or its affiliates;

24. Non - Disparagement.

You agree that during the employment and upon termination of your services, you shall not disparage the Company, its officers or employees (including but not limited to any related or associated entity or client and their officers and employees).

25. Intellectual Property Rights.

You agree that during the employment and upon termination of your services, you shall not disparage the Company, its officers or employees (including but not limited to any related or associated entity or client and their officers and employees).

25.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, registered or not, arising or created as a result of the development of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether

during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, documentation, or other material which you conceive, discover or create during or in

consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

25.2 You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any

termination or expiration of your employment or these terms of your employment. Company shall be entitled to immediate injunctive relief or claim damages (liquidated or un-liquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon potential or actual breach of this Section by you. Company's right under this clause is not withstanding any other right

available to the Company under these terms of your employment or otherwise.

26. Confidential Information

You agree that during the employment and upon termination of your services, you shall not disparage the Company, its officers or employees (including but not limited to any related or associated entity or client and their officers and employees).

26.1 Confidential Information ('Confidential Information') means any proprietary or information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, supplier data, business strategies, trade secrets or knowhow, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, vendor or customer lists, inventions, processes, formulas, technology, drawings, engineering plans, sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly

available.

26.2 Up on finding an employment you shall reveal the name of the future employer and role that you have been shortlisted or offered

26.3 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. At any time during the term of your employment, you agree to execute nondisclosure or similar agreements required by the Company and its affiliates and their employees, contractors and/or clients with respect to such Confidential Information.

26.4 You agree that during the term of your employment and thereafter, you shall:

26.4.1 hold the Confidential Information in the strictest confidence;

26.4.2 not disclose or utilize or attempt to disclose or utilize, the Confidential Information, except as permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you;

26.4.3 not disclose or divulge the Confidential Information to or for the benefit any person or entity without the prior authorization of the Company;

26.4.4 give immediate information to Company of any actual or attempted unauthorized disclosure or use of the Confidential Information; and

26.4.5 return the Confidential Information, including any copies, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these terms of your employment.

26.5 It is understood and agreed by you that breach of your obligations of confidentiality contained in this Offer Letter may cause the Company irreparable loss. Accordingly, and in addition to any other remedy the Company may have at law or equity, the Company shall be entitled to seek injunctive relief against you, to prevent any further or continuing breach of your obligations or additional damage to the Company in the event such loss is in fact incurred by the Company as a result of the breach or is imminent.

27. Non-Solicitation and Non-Competition.

You covenant that you shall not do or indulge in any of the following, without the prior written consent of the Company:

27.1 During the term of your employment and for a period of three years immediately following the termination of your employment with the Company for any reason whether with or without cause, you shall not accept any offer of employment/ contract from any Company's supplier, customer or customer's end user (in case of any consulting/ placement organisation) with which you may have employment. Whether such employment is on a part time, full time, independent contractor or any other basis.

27.2 During the term of your employment with the Company, and for a period of three years immediately following the termination of your employment with the Company for any reason, with or without cause, you shall not either directly or indirectly solicit, induce, recruit or encourage any of the Company's employees or consultants to terminate their employment with the Company, or attempt to indirectly solicit, induce, recruit or encourage or take away employees or

consultants of the Company, either for yourself or for any other person or entity.

27.3 During the term of your employment with the Company and at any time following the termination of your employment for any reason, with or without cause, you shall not use any Confidential Information of the Company to attempt to negatively influence any of the Company's clients or customers from purchasing Company products or services or to solicit or influence or attempt to influence any client, customer or any other person either directly or indirectly, to direct his/her or its purchase of products and/or services to any person, firm, corporation, institution or other entity in competition with the business of the Company.

28. Retirement

Your retirement age from employment will be 60 years. The last working day would be the last date of the month in which you turn 60.

29. Back Ground Verification

Notwithstanding your obligation to provide accurate information/records about yourself to the Company, the Company reserves the right at any time to make such inquiries as it deems fit, including but not limited to inquiries for the purpose of ascertaining the accuracy of any information/records you have given to the Company, and to verify whether you have a criminal record or a record of any indiscipline or misconduct with previous employer/s. If such verification proves data inaccuracy, forgery, criminal record, termination based on indiscipline/misconduct and/or non-satisfactory performance you agree to forfeit all monetary and non-monetary benefits as was applicable/accrued. By signing this letter, you shall be deemed to have agreed to conduct the 'background check verification' and to have waived your right to lodge any claim or action against the Company, including but not limited to any claim related to invasion of privacy.

30. Registration with NSR

It is mandatory that you need to register yourself with National Skill Registry (NSR) site of NASSCOM within one month from joining us unless you are already a member of NSR.

31. Jurisdiction

The appropriate Courts situated in Ranga Reddy District, Telangana shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

ACCEPTANCE: I have read and fully understood the above terms and conditions and I accept the same without any reservations.

Date:

Signature:

Place:

Signature: Prathima Madeti
Prathima Madeti (Sep 22, 2023 18:58 GMT+5.5)

Email: prathima.madeti@cyient.com

Signature: 
Chandru (Sep 22, 2023 19:31 GMT+5.5)

Email: allankicherry7788@gmail.com

OFFER LETTER
Private & Confidential

To,
Mr. Abhishek Arua
Ph: 9553981418
Email: aruaabhishek@gmail.com

Dear Abhishek,

This is with reference to the interview and discussions you had with us. We are pleased to offer you an employment opportunity as **"Management Trainee"** in Business Development department at Chemveda Life Sciences India Private Limited, operating from two locations at IDA Uppal and Mallapur, Hyderabad.

Salary: Your total compensation (Cost to company) is Rs.5,00,000/- (Five Lakhs rupees only-).

Probation: You will be under probation for a period of 180 days from the date of joining.

You will be eligible for appraisal and increment in the current annual cycle (01 Apr to 31 Mar) on pro rata basis, if your date of joining is on or before 30 Sep (i.e having a minimum tenure of 6 months as on 31 Mar) and subject to confirmation.

Notice: You shall give a notice of three months to the company if you are not willing to continue in the job. The company will give you a notice of three months for termination of your services, if the company does not require your services.

Please note that you are required to join the Organization on or before **01 May 2023**, failing which this offer stands withdrawn.

A detailed appointment letter will be issued at the time of joining along with defined roles and responsibilities. Based on business exigencies, you are required to work from any of the locations or elsewhere as the work may demand.

You will be directed for a Medical Examination and this offer will be valid only when you are medically fit for the job.

Please note that your employment will be subject to:

- A) Medical fitness as per the medical checkup report.
- B) Clearance in the background verification checks that may be required as per the Company policy.
- C) Submission a photo copy of all the following documents at the time of joining.
 - I. Educational Certificates, Marks lists, Service Certificates, relieving letter & latest 3 months pay slips along with bank statement (reflecting of the same). Kindly carry original sets too for verification.
 - II. Provide a valid photo identity proof to open your salary account.
 - III. PAN Card & Aadhar Card
 - IV. Six passport size photos.

You are requested to kindly acknowledge your acceptance of the offer letter by signing below and sharing a signed copy (original) of the letter within 3 days of receipt.

In the event of any delay in your acceptance of this offer, the Company shall have the sole discretion to withdraw or extend this offer.

We're glad to have you on board and wish you a long, productive and satisfying career with us!

With Regards,

for Chemveda Life Sciences (I) Pvt Ltd.


(PRATHYUSHA GUNTUPALLY)
Vice President – Operations

Acknowledgement/ Acceptance

I am very pleased to accept the position as **Management Trainee** at **Chemveda Life Sciences India Private Limited**. Thank you for the opportunity. I will abide by the joining instructions and terms of the offer. I look forward to making a positive contribution to the organization.

Abhishek Arua



Offer: Computer Consultancy
Ref: TCSL/DT20223680755/Hyderabad
Date: 08/02/2023

Mr. Prashanth Kumar Bayagalla
4-8-71/2/A, Manjeera Nagar, Sangareddy,
Gokul Hospital,
Sangareddy-502001,
Telangana.
Tel# -

Dear Prashanth Kumar Bayagalla,

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Management Trainee** in Grade **Y**.

Your gross salary including all benefits will be **₹5,79,430/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides 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. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20223680755

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 200 3111 Email: careers@tcs.com

Fwd: Polycab India Limited | Campus Hiring | Batch of 2023 | Chaitanya Bharathi Institute of Technology, Hyderabad



Varun Rastogi

NEELE SNEHALATHA, Shrutika Jha, + 11

9 Dec



Dear Team,

Greetings from Polycab India Limited!

We are glad to inform you to the following students
have been selected:

Post Graduation University	Mention your Name (as per Aadhar Card)	Email ID	Contact Number
Chaitanya Bharathi Institute of Technology, Hyderabad	Bharatha Arun	arunbharatha7@gmail.com	8464097595
Chaitanya Bharathi Institute of Technology, Hyderabad	Kamarthi Lasya	lasya.k003@gmail.com	8328195942/7032669582
Chaitanya Bharathi Institute of Technology, Hyderabad	Gangadhari Sai Kiran	gangadharisaikiran129@gmail.com	7337045452
Chaitanya Bharathi Institute of Technology, Hyderabad	Gogula Mahesh Pratheek	gogulapratheek@gmail.com	8885252899



Salary Structure

Name
Designation
Department
Location
State

Butti Akhil
Executive Trainee - Business
Business
Hyderabad-1
Telangana

03/16/2023 17:54

Details	Yearly	Monthly
Basic	157,560	13,130
HRA	156,715	13,060
Stat. Bonus	16,800	1,400
Personal Allowance	60,713	5,059
Fixed Gross (A)	391,788	32,649

Employer's contribution to Provident Fund	28,212	2,351
Employer's contribution to ESI (3.25% of Total Fixed Salary)*	0	0

Total Retirals (B)	28,212	2,351
Gross Fixed Cost to Company (A + B)	420,000	35,000

Less : Deduction

Employee contribution to PF	28,212	2,351
Employee contribution to ESI (0.75% of Total Fixed Salary)*	0	0

Net fixed monthly take home (Including Professional Tax Deduction)	363,576	30,298
---	----------------	---------------

Performance Bonus / Monthly Incentives	0.0	
--	-----	--

Net take home with 100% incentives (Excluding Income Tax Deduction)	363,576	30,298
--	----------------	---------------

* As per eligibility

1. Group Medclaim. As per the Policy
2. Personal Accident Insurance. As per the Policy
3. Incentives subject to prevailing policies.
4. ESIC deduction subject to implementation of ESIC in branch location.
5. Employee Professional Tax deduction applicable (As per State)

For Vistaar Financial Services Pvt Limited

Shekhar Gupta - Vice President - Human Resources

March 16, 2023

Butti Akhil

4-112/A, Anksapur village, Velpoor mandal,
Nizamabad district, Telangana, 503311.

Dear **Butti Akhil**

LETTER OF OFFER CUM APPOINTMENT

This refers to our discussion and your application for employment in the Company. We are pleased to inform you that you have been selected for the position of **Executive Trainee (ET)**. Your initial place of posting will be at **Hyderabad**. However this job is transferable at the discretion of the management to any place in the country.

By accepting this offer you represent to the Company that you are under no obligation or agreement that would prevent you from becoming an employee of the Company or adversely impact your ability to perform the expected services.

You will be paid an Annual remuneration of Rs. 420,000 including variable pay and other allowances as applicable to your role. Your salary details are as per Annexure II. All matters pertaining to your compensation are strictly confidential and must be treated as such.

Your date of birth has been recorded as **December 09, 1999** and shall not be changed at any time in the future.

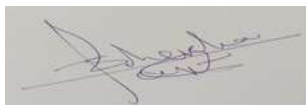
After you accept this letter of appointment, we will, at our discretion, make confidential reference checks with your previous employers and other references nominated by you or at our discretion with any other person. Upon joining, you will be required to provide us with copies of your birth, school / college certificates, first two pages of your passport or a valid proof of identity and address, resignation acceptance and relieving letter or no dues certificate from your previous employer. Please also provide the originals of the above for verification and return. You will also be required to declare any indebtedness, personal investments, and such other declarations and undertakings that are required as per Company policies.

You are required to join Vistaar on or before **April 24, 2023**. This offer is valid for a period of fifteen days from date hereof and, if not accepted by that date, will automatically stand null and void and should be returned to us in original with all / any other documents that may have been provided to you. If you accept this offer of appointment, please sign and return a duplicate copy of this letter signifying your acceptance of the terms and conditions mentioned.

I would like to take this opportunity to welcome you to our Company and be a part of our journey in building a world class Financial Services Company.

***This offer is subject to your positive reference checks**

Yours sincerely,
FOR VISTAAR FINANCIAL SERVICES PRIVATE LIMITED



Shekhar Gupta
Executive Vice-president

I, _____, having read and understood the terms and conditions in the Offer Letter and the attached Annexure, hereby accept the Offer on these terms and conditions, and confirm that I shall commence work on _____.

Signature

Date

1. Remuneration

The following constitutes your remuneration;

1.1 Gross Salary.

Gross Salary consists of your fixed salary and retrials.

1.2 The monthly equivalent of your above remuneration will be paid to you through monthly payroll on the last working day of the calendar month.

1.3 Any future increments in salary and alterations thereto will be made at the discretion of the Company, based on individual merits and the Company performance.

2. Probation & Performance Review

2.1. Probationary Review: You will be on probationary review during your first six (6) months of service with us from your Date of joining.

2.2. Permanent placement with us is contingent upon your satisfactorily completing the probationary period, successful confirmation / verification of any / all other reference checks to our satisfaction including but not limited to receipt of three satisfactory references (not to include relatives) and verification of your education and employment history.

2.3. You will be eligible for leaves, as per the Company policy.

2.4. In addition you will need to successfully complete all training programs organized for you and demonstrate the required skill level.

2.5. On satisfactory completion of these requirements, you will be confirmed in writing at our discretion. You will be deemed to be on probation till such time that you are confirmed in writing.

2.6. Your performance will be subject to periodic review / assessments by the company in which you are expected to attain minimum assessment standards. You will maintain the quality of work to the highest professional standards. It is expressly agreed that the decision of the company with respect to the quality of service/ assessment standards will be final.

2.7. For Vice President & above designated employees, Probationary period is not applicable, as they are confirmed from their date of joining

3. Benefits

3.1. Provident Fund: The Company will contribute 12 % of your Base salary per month as it's' contribution and an equal amount will be deducted from your payroll as your contribution towards this Fund as per the prevailing Provident Fund Act & Rules.

3.2. Gratuity: You will be entitled to Gratuity as per the Company's Scheme.

3.3. Employees' State Insurance: You shall, if covered by the Employees' State Insurance Act 1948 and rules framed there under, be governed by the provisions of the said Act. The Company shall accordingly make deductions from your salary and make contributions required under the said Act & Rules.

3.4. Group Medical Insurance: You shall, if not covered by the Employees' State Insurance Act 1948 & rules framed there under, then be covered under Group Medical Insurance for Self, Spouse, 2 dependent children & your Parents, as per the Company Policy. The entire premium of this is bourne by the Company.

3.5. Group Personal Accident: you are covered under Group Personal Accident policy. The policy coverage amount is as per the Company Policy. The premium of this is bourne by the Company.

3.6. The above mentioned benefits will all form a part of your retirement plan.

3.7. The Company may, at any time & in its sole & absolute discretion, amend, suspend, vary & modify any of the terms & conditions of the Medical Insurance, Personal Accident policy guidelines.

4. Working Hours & Leave

- 4.1. Your working hours and days of work as per company policy.
- 4.2. You will be entitled to leaves as per Company rules. Please note that if you absent yourself from the service of the Company without prior written permission or overstay sanctioned leave for eight consecutive days, you will be deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.
- 4.3. Please contact the Human Resources Department for details of working hours and Leave Policy.

5. Termination of Service

- 5.1. During Probation, termination can only be effected in writing by either party, without giving any reasons, by giving _____ days' notice. The company alone, at its discretion, may opt to release you from the services without any payment in lieu of notice period. After Confirmation, termination can only be effected in writing by either party, without giving any reasons, by giving _____ days' notice. The company alone, at its discretion, may opt to make /accept payment in lieu of the relevant notice period. The payment in lieu of notice is based on Gross salary defined as base salary plus all applicable allowances.
- 5.2. The company reserves the right at all times to terminate your services forthwith:
 - a. If you should be guilty of misdemeanor, misconduct, negligence or breach of any of the terms of this offer or any other existing terms and conditions of service, rule or regulation laid down by the Company from time to time for all members of its staff.
 - b. If you are incapacitated by ill-health (physical or mental) or by accident from fully performing your duties in the Company for an aggregate period of sixty days in any one calendar year and such incapacity being duly certified as such by the Company's doctor.
 - c. If you there are any criminal charges/investigations against you in Police Stations/Any civil court or If you are arrested & kept in Police Custody on any Criminal charges.
 - d. In an event we discover during background verification that any information has been falsified, misrepresented, omitted or there are negative feedbacks, the same will lead to adverse action and may lead to termination of services.
- 5.3. You will be eligible to be relieved from services only after satisfactory hand - over of responsibilities, settlement of dues and service of notice period. All staff benefits shall cease after the last day of service. Any money due and owing under any staff loan scheme, scholarship, bond or otherwise payable by you to the Company must be settled before the last day of service. The Company reserves the right to offset any outstanding sum from the balance of money payable by the Company to you.
- 5.4. Upon termination of your employment, you will return to us all Company property which is in your possession or under your control and without you or anyone on your behalf keeping copies or downloading data or otherwise replicating the returned property in any medium.
- 5.5. Notwithstanding conditions above, the Company reserves the right at all times to terminate your services forthwith if you should be guilty of misdemeanor, misconduct (Misconduct shall also include any sexual harassment caused to any person at workplace as per the Company's POSH policy), negligence or breach of any of the terms of this offer or any other existing terms and conditions of service, rule or regulation laid down by the company.
- 5.6. The employment offer is made to you based on your confirmation that all the information you have given us is factually correct and complete. In case at a later date we find that you have given us false or misleading information, the Company reserves the right to take appropriate action against you, including if required, termination of your employment.

6. Secrecy & Confidentiality

6.1. Due to the nature of your work you will handle confidential information of the Company, its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations, procedures and transactions. You will not either during your employment with the Company, except as required in the ordinary course of your duties with the Company, and at all times after the termination of your employment for any cause whatsoever, directly or indirectly disclose, utilize, divulge, authorize or permit to be disclosed for your own benefit or for any other person or organization such information which you may have acquired as a result of your employment with the Company, to anyone not properly entitled thereto any trade secrets, know-how and any confidential information relating to the business or financial conditions of the Company, or its affiliates or its clients.

7. Retirement

7.1. This is applicable as per the Company Policy.

8. Other Terms & Conditions

- 8.1. You shall not at any time during your service with the Company either directly or indirectly (without prior written consent from the Company) engage or interest yourself, whether for reward or gratuitously, in any work or business other than relating to your duties in the Company. You shall not directly or indirectly take any steps to set up a business, organization or undertaking which will be the same as or similar to and/ or will compete with the business of the Company or any Associated affiliates of the Company.
- 8.2. Please note that any changes in your employment status, remuneration and / or terms and conditions of employment may be advised to you electronically through email, and / or softy copies on the Company's HR system. Your Electronic access and / or acceptance of the same shall be deemed as physical acceptance unless advised by you to the contrary within seven days of the issue of the concerned communication.
- 8.3. You are employed with us on a Full time basis, and you shall devote the whole of your time, knowledge, skill and attention in the performance of your duties in the Company, and attend at the premises where you shall from time to time be posted by the Company on such days as the exigencies of the work so require,
- 8.4. You will abide by the terms and conditions of service, the rules, regulations and procedures as may be laid down by the Company from time to time.
- 8.5. Your services are transferable at any time to any location in India. You may also be assigned / transferred / deputed/seconded to any other position (shift or department) within the Company or to any location both within and outside the Company premises whenever the Company may deem fit.
- 8.6. Your initial designation is merely indicative of the responsibilities, which you are required to carry out. The Company may alter your designation as appropriate. The company will be entitled to require you, at anytime to perform any other administrative, managerial, supervisory or other functions/ roles and you will be bound to carry out such functions as directed by the Company.
- 8.7. You may be required to work on staggered timings /shifts, the timings for which may be altered from time to time. Your refusal to follow the instructions of the Company in this regard would constitute breach of this contract of employment.
- 8.8. The Company reserves the right to vary the terms and conditions of service based on business needs from time to time
- 8.9. You shall leave the premises immediately if not working.

- 8.10. You specifically authorize the Company to conduct reference checks and make enquiries in respect of the application submitted by you as it may consider necessary in its sole discretion, and also authorize the Company without any notice to you to share and disclose the information relating to your current / previous employment and academic credentials with vendors or any other authority or any third party engaged by the Company to obtain such information for the purpose of proper verification. You similarly authorize the Company to share information or provide a reference check covering your service with Vistaar Financial Services Pvt Ltd., to any third party / agency conducting a reference check on behalf of an employer / a reputed agency. This authorization survives your cessation of service / training with the Company.
- 8.11. For all other areas not expressly mentioned above, you shall be governed by the terms and conditions as applicable to employees in your cadre.
- 8.12. All payments will be subject to tax as per the Income Tax Act and Rules.
- 8.13. This contract of employment shall be governed by and construed in accordance with the laws of the Republic of India and the parties hereto submit to the non-exclusive jurisdiction of the courts of the Republic of India in the city of Bangalore.

Authorized Signatory
For Vistaar Financial Services Pvt Limited

Signature: _____

Received & Accepted

Name: _____ Date: _____

Annexure 3:

Required Documents:

1. 2 copies of your recent passport size photograph.
2. Pan card copy.
3. Copy of Degree/PG/Diploma (whichever applicable) certificates.
4. Copy of mark sheets.
5. Experience letter/certificate from 2 previous employers (if applicable).
6. Relieving letters from previous employer. (Not applicable for fresher's)
7. Valid passport copy.
8. Cancelled cheque.
9. IF ESIC applicable & was availing benefits in previous company, then provide the ESIC number for continuation of benefits availing.
10. Valid driving license copy.
11. Reference from 2 socially responsible persons, with whom we can verify the authenticity of your relevant experiences.
12. Copy of Aadhaar. We require you to provide your concurrence for meeting the UAN generation requirement & any other compliance required by the governing regulating authorities like EPFO, ESIC, Labour welfare fund & others.

Please note: by voluntarily sharing your Aadhaar details, you also authorize us to share it with the third parties under contract with the Company & which are bound by confidentiality provisions to meet any regulatory requirements & internal procedures of the Company, including but not limited to making verifications. Do note that the provision of Aadhaar details & seeding Aadhaar with UAN as well as completing JYC requirements of EPFO is necessary & if you are unable to do so this may delay submission of your PF contributions to the regulator.

OFFER OF APPOINTMENT

Date: 02nd May, 2023

Mr. Chinthakunta Varun Sai,

Welcome to UNISCIENT ENGINEERING PRIVATE LIMITED.

We are pleased to extend you this Offer of Appointment as an **Executive – Digital Marketing** at Uniscent Engineering Private Limited. Your work location would be at our Hyderabad office. Your date of joining is **04th May, 2023**.

Compensation

Your compensation details are attached herewith in Annexure A. Your total annual compensation inclusive of all benefits (statutory or otherwise) and will be up to a maximum of **Rs. 4,50,000.00 (Rupees Four Lakhs and Fifty Thousand Only)** per annum and will be subject to deduction of tax at source in accordance with the prevailing laws. Your annual compensation shall be due for revision as per the Company policy. Your compensation and benefits may be amended at the sole discretion of the company. Your salary is personal and confidential information.

Working hours

The general work timing at the Company is from 9:30 am to 6:30 pm IST. However, you are required to abide by the timings of your Work Location / Business Unit. We presently have a five-day work week; however, for the convenience of our employees the office is open on Saturdays and Sundays too.

Benefits

Your benefits depend upon your work location and project duration.

- a. You are eligible to avail medical insurance as per company policy.
- b. The Company leave benefits include: as per the current company policies depending upon the project public holiday will be given as per the state and project.
 - I. Earned leave of 12 working days and Sick Leaves of 6 working days per calendar year.
 - II. You will be eligible for Indian Holidays. A list of these would be announced every year on the company intranet.

Uniscent Engineering Private Limited

Regd. Office: #2-2-1130/19/1, First Floor, Beside Karur Vysya Bank, Shivam Road, Hyderabad - 500044.

E-Mail ID: info@uniscent.com **Phone:** +91-7997-1111-63 **CIN No.** U74999TG2017PTC114278

Please note that this Offer of Appointment is subject to fulfillment of the following conditions by you:

- a. You are required to devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. You will not engage in or do any other business or render any professional service either on full time or part time basis.
- b. You shall keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you became aware of during your employment with us. You shall not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.
- c. As part of your duties you may be required to travel outside of the Company's premises. Pursuant to any business requirement, Company may also transfer or depute you to any other office or location of the Company or any of its subsidiaries or affiliates or group companies or to the work site or office of the Company's customer within or outside of India or as part a business arrangement or sale of assets merger. Takeover acquisition, or hive-off, the transfer you onto the rolls of another entity and you shall accept such transfer or deputation without demur.
- d. Upon you joining the Services of the Company you are required to execute an Employment Agreement, which along with this Offer of Appointment will govern the terms of your employment with the Company.

Probation

You will be on probation for a period of three (3) months from the date of joining. During such period of probation, your services may be terminated by fifteen (15) days' notice from both sides. However, in case of non-performance, misconduct or non-compliance of any company policies on your part. Your services may be terminated forthwith without any notice period by the Company.

Background Check

All documents submitted by you to the Company with reference to the above are subject to verification by the Company or an agency appointed by the Company at any time during your employment with the Company. You hereby specifically authorize the Company or any external agency appointed by the Company to verify your educational and employment antecedents. Your conduct and any other back ground checks prior to your joining the Company or thereafter. You are expected to extend your full cooperation during such verification. This Offer of Appointment is subject to you clearing the Background Check as conducted by the Company or any third-party agency on behalf of the Company. In the event you fail to cooperate or clear the background check, your employment may be terminated by the Company forthwith and without any liability to the Company.

Uniscient Engineering Private Limited

Regd. Office: #2-2-1130/19/1, First Floor, Beside Karur Vysya Bank, Shivam Road, Hyderabad - 500044.

E-Mail ID info@uniscient.com **Phone:**+91-7997-1111-63 **CIN No.** U74999TG2017PTC114278

Termination

We hope your association with us will be a very long one. However, your employment with the Company can be terminated by (15) days' notice in writing for permanent employee and 15 (five) days for employees in probation from both sides. You expressly acknowledge and recognize that notice period is a key Condition to the employment. Any payment in lieu of notice, shall be as per Company policy and as determined by the Company in the specific circumstances. However, in the event of any discrepancy or untrue information found in your application form or resume, willful neglect of your duties, breach of trust, gross indiscipline or any other serious dereliction of duties that may be prejudicial to the interests of the Company, the Company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

Offer Validity

This offer is valid till **03rd May, 2023**. Kindly confirm the acceptance of the offer along with date of joining on or before the **04th May, 2023**. The offer stands automatically withdrawn thereafter, unless the offer validity date is extended and communicated to you in writing or via email. In the event you confirm your acceptance as aforementioned, you understand and agree that you have read and understood the terms of this Offer of Appointment and made the confirmation with your full conscience, free will and consent. This Offer of Appointment supersedes all prior communications - written and oral with you, if any in this regard. You agree to abide by all the Company rules, regulations, instructions, policies, practices and procedures that the Company may amend from time to time and to indemnify the Company for any loss suffered as a consequence of a breach by you of the Company's rules, regulations, instructions, policies, practices and procedures. The day you join us, please come to the work location 30 minutes before to your schedule shift timings. One of the executives from the Human Resources department will be very happy to walk you through our facility, familiarizing you with our work culture, guide you through our work environment and introduce you to your team.

Yours Sincerely,

UNISCIENT ENGINEERING PVT LTD

N Sai Srinivas

N Sai Srinivas
Managing Director



I accept the above terms and conditions

Signature: _____



My Joining date will be: _____

04/05/23

Enclosures: Annexure A - Salary Structure;

Uniscient Engineering Private Limited

Regd. Office: #2-2-1130/19/1, First Floor, Beside Karur Vysya Bank, Shivam Road, Hyderabad - 500044.
E-Mail ID : info@uniscient.com Phone: +91-7997-1111-63 CIN No. U74999TG2017PTC114278

Annexure A

Name: Chinthakunta Varun

Designation: Executive

Location: Hyderabad

Salary Break Up		
Basic (Inclusive of DA) - 40% of CTC	15000	180000
HRA @ 50% of Basic	7500	90000
Medical Allowance	1250	15000
Conveyance Allowance	1600	19200
Bonus	1500	18000
Special Allowance	8,850	105600
Gross Salary (A)	35,700	4,28,400
Regular Deductions		
Provident Fund	1800	21600
ESI - Employee Contribution	0	0
Professional Tax	200	2400
Total Deductions (B)	2000	24000
Net Salary (A-B)	33,700	4,04,400
Retiral Benefits & Social Security Cont		
PF Employer	1800	21600
ESI Employer Cont	0	0
Total (C)	1800	21600
CTC (A+C)	37,500	4,50,000

Signature:



Candidate Name: Chinthakunta Varun Sai

S&P Global

The Skyview, Survey No. 83/1, Floor No. 19,20,21, Building No. 10, Knowledge City

Raidurgam Village, Serlingampally Mandal

Raidburg (Panmaqtha) Village

Hyderabad- 500081

Telangana

India

OFFER LETTER Private & Confidential

August 31, 2023

Anil Gandla

4-13, chinthamadaka, siddipet, Telangana, Siddipet- 502107 India

We are pleased to offer you an employment opportunity as Data Analyst operations at 5054 MARKIT INDIA SERVICES PRIVATE LIMITED (herein referred to as "Company"), an affiliate of S&P Global, located at Hyderabad.

Job Grade: 7

Segment: S&P GLOBAL MARKET INTELLIGENCE

Date of Joining: November 1, 2023

Your total earnings (Cost to company) is Rs. 474,300.00 (For details refer to Annexure-II and Addendum).

The terms and conditions of this offer are enclosed herewith in Annexure – I. Till such time as the terms and conditions and related joining formalities are fully executed and completed by you, no relationship (employment, contractual or otherwise) will exist between you and the Company.

This offer is subject to (i) confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **November 1, 2023** ("Date of Joining") and at all times thereafter; (ii) the successful verification of your background information & references; and (iii) you reporting to Company on the Date of Joining. The Company reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

Depending on your position, you may also be required to complete additional background checks as allowed by local law, throughout your employment with the Company. In the event of you not clearing the pre-employment verification, or should the Company receive adverse reports from your earlier employers, or if you are deemed to have suppressed information furnished at the time of employment, irrespective of the time of it coming to the notice of the management, the same will be deemed to be misconduct and the employment offer / employment stands terminated without notice.

Please note that the joining conditions also include you being present to complete the induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with the Company and being able to receive Company property, including the laptop, as part of the induction and on-

boarding process within the time period as stipulated by the Company to you. You will also need to complete related induction processes, which may be conducted remotely by the Company at its discretion. You will be required to provide requested personal information, education and employment documents as part of the onboarding process as intimated by the Company.

Please note all Company property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you from time to time are the property of the Company at all times and are to be used with utmost care.

You are requested to kindly acknowledge your acceptance of the offer letter (including the Annexures) by signing below and sharing digitally signed copy of the letter within five (5) days of receipt. The terms set out in this offer letter are for your guidance and not necessarily exhaustive.

In the event of any delay in your acceptance of this offer, the Company shall have the sole discretion to extend this offer and reserves the right to withdraw this offer at any time prior to the Date of Joining, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

Please note that the contents of this offer letter are confidential and should not be used as a bargaining tool for negotiating employments with your existing employer or any other organization or prospective employer.

We're glad to have you on board and wish you a long, productive and satisfying career with us!

Thanking you,
Yours faithfully,



Authorized Signatory
For 5054 MARKIT INDIA SERVICES PRIVATE LIMITED
Regional People Lead, India

Acknowledgement/ Acceptance

I am very pleased to accept the position as Data Analyst operations at 5054 MARKIT INDIA SERVICES PRIVATE LIMITED. Thank you for the opportunity. I will abide by the joining instructions and terms of the offer. I look forward to making a positive contribution to the organization.

G. Anil
Anil Gandla 21/09/23

ANNEXURE – I

TERMS OF EMPLOYMENT

Further to the Offer Letter dated August 31, 2023, you hereby acknowledge and agree to abide by the below terms and conditions of employment ("Terms of Employment"), during your employment with the Company.

1. Employment period and nature of employment:

Your appointment is effective from **November 1, 2023**. The employment shall continue until the retirement age of 60 (Sixty) years (which may be extended by the Company in writing at its discretion) or until the termination of employment by either party as per the provisions contained herein, whichever is earlier. Company reserves the right to re-designate or revise your position or work description or work location at any time, without stating any reason, by a written notice to you. Company has the sole discretion to modify the nature of your duties and powers as it may deem appropriate without assigning any reason and you will be expected to undertake all responsibilities that may be assigned to you by Company at any time. Subject to the termination/separation provisions hereunder, the nature of your employment will be "at will" and no fixed period of employment in Company is applicable to you. You will be a full-time employee of the Company.

2. Company policies:

In addition to these Terms of Employment, you hereby acknowledge and agree that you will be governed by the rules, policies, guidelines and internal regulations of the Company (together "Policies") as may be applicable from time to time and will complete all compliance and security training mandated by Company from time to time. Breach of any of the Policies would be treated as misconduct and you shall be liable for disciplinary proceedings. In the event of such a breach, the Company has the right to initiate an appropriate disciplinary action up to and including termination of your employment. In case of any conflict of this Terms of Employment, by interpretation or otherwise, with the Policies, the Policies of the Company shall prevail. The Policies and the terms and conditions stated herein may be revised by the Company (at its sole and absolute discretion), from time to time, in accordance with applicable law and such changed standard employment terms shall become applicable to you.

3. Business Ethics & Regulatory Compliance:

All employees are required to adhere to the Company's Code of Business Ethics (the "Code") and Securities Disclosure Policy throughout their employment, including any notice periods (whether worked, not worked or "garden leave"). The purpose of the Code of Business Ethics and the Securities Disclosure Policy is to establish guidelines reasonably designed to identify and prevent recipients from breaching any applicable fiduciary duties and to deal with other situations that may pose a conflict of interest or the appearance of a conflict of interest. Failure to comply with Company policies, including the Code and Securities Disclosure Policy, may result in disciplinary action up to and including termination of employment. All violations or potential violations of the Code of which you become aware, should be reported promptly to the People Team. Each year, you will be required to sign or otherwise indicate your assent to an Affirmation Statement to confirm that you have reviewed the Code and understand your continuing obligation to comply with its terms. Periodic certifications relating to the Securities Disclosure Policy are also required. Please note that the Securities Disclosure Policy includes requirements that may extend to an employee's immediate family (as defined in the policy). To the extent that the Code and Securities Disclosure Policy, or compliance therewith, would be inconsistent with applicable law, applicable law will govern. Any questions relating to the "Codes" or the Securities Disclosure Policy should be directed to Shirley O'Reilly (shirley.oreilly@spglobal.com) and the Compliance team (Securitiesdiscomp@spglobal.com).

4. Work location:

Your initial posting will be at **Hyderabad**. Your duties may be varied from time to time and your services are liable to be transferred, seconded, deputed or assigned, either temporarily or permanently, to any one of our subsidiary/associated companies, other division/branch of Company or any third party, in India or abroad, at the entire discretion of the Company and for such period of time as Company deems appropriate. In the event of a transfer, you will be governed by the terms and conditions applicable to your category of employees at the place of transfer, unless otherwise specified in writing.

In case you are a non-Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in

India for the duration of your employment (unless you are permanently transferred to an office outside India).

5. Working Hours:

The organization works 7 days a week, twenty-four hours a day. You will be expected to attend office and work during shift assigned to you by your manager which may include night shifts, subject to applicable law. You will be required to work 5 days a week and your weekly off may not necessarily be on Saturday and Sunday. The normal working hours will be 40 hours per week; but this may be varied from time to time, depending upon the exigencies of work and subject to applicable laws.

6. Notice period and Termination:

Either party may terminate the Terms of Employment, by giving One Month notice in writing or payment of Base Salary in lieu of such notice period or any shortfall in such notice period at the discretion of your manager / Company. Further, the Company shall be entitled to terminate your employment "for cause" forthwith, without notice or compensation in the event of your misconduct / prohibited conduct (which term shall have the meaning as assigned under the Policies /law) and/or any act which constitutes an offence involving moral turpitude.

In the event that you resign from employment with the Company, the Company may consider relieving you with shorter notice, if the Company so desires, in which case you shall be paid pro-rata for the days you provide services to the Company. The Company also reserves the right to waive all or part of the notice or allow you to pay in lieu of the notice. Further the Company may at its discretion require that upon termination of your employment by the Company without cause you do not attend to any matters or enter the premises of the Company without the prior written consent of the Company.

During the notice period, the Company reserves the right to require you to serve the full notice period and complete the assignment based on business needs. Any notice to be given to you by the Company shall be sent by email to your Company email address. Any notice to be given by you to the Company shall be in such manner as may be directed by the Company from time to time. In the event that you are not accessing your Company email, the Company shall be entitled to send notice by courier or registered post at such address as intimated by you to the Company. You will intimate in writing to the Company of any change of address within a week from the change of the same, failing which any communication sent to your last recorded address shall be deemed to have been served on you.

Upon termination of your employment pursuant to these Terms of Employment, all obligations pursuant which are intended to survive termination, shall survive the termination of these Terms of Employment for the time periods indicated therein and bind you, your heirs, executors, administrators, committees and trustees and will ensure to the benefit of Company, its successors and assigns.

You agree that in the case of retrenchment/termination, the principle of "last in first out" shall not be applicable to you. You further agree that the Company will not be required to offer you re-employment in any circumstance, should you resign or be retrenched/terminated by the Company.

You shall at the time of leaving the employment of the Company, deliver back to the Company any and all Company Property, devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, equipment, confidential information or any other documents or property, or reproductions of any of the aforementioned items provided to you pursuant to your employment with the Company or otherwise in the possession of the Company.

You agree that you shall not copy, duplicate, recreate or record or otherwise keep in possession or deliver to anyone other than the Company, any of the aforementioned items.

7. Medical Fitness:

The Company may, at its sole discretion and costs, require you to undergo medical examination by a doctor of its choice, at the time of commencement of employment. In such case, the employment shall be subject to your being found medically fit by the examining doctor. Further, even though you may be declared medically fit by the doctor appointed by the Company at the commencement of employment, you shall, at any time in future be expected to undergo medical examination as may be required by the Company to ascertain the state of your health and medical fitness to carry out your responsibilities. If you are declared medically unfit on such medical examination, the Company shall be entitled to terminate your employment with effect from the date the Doctor appointed by

the Company declares you medically unfit. In the event you refuse to subject yourself to such medical examination as required by the Company or fail thrice consecutively to physically present yourself before the Company engaged Doctor for medical examination, the same shall be considered as misconduct and appropriate disciplinary action shall be taken by the Company against you (including termination).

8. Confidentiality of compensation:

Compensation details (yours as well as of other employees of the Company) is confidential information, you shall not disclose/discuss your compensation details with any other employee. If any such act by you comes to the notice of the Company, it may result in disciplinary action, up to and including termination.

9. Behavior:

The Company believes that there should be no discrimination against any employee. Verbal, physical or sexual harassment at the workplace shall not be tolerated. You shall be obligated to follow and comply with the terms of the Company's Policies on employee behavior and conduct and Code of Business Ethics (as amended from time to time) at all point in time during your employment with the Company.

10. No simultaneous employment:

There is no earlier period of continuous employment between you and the Company. While in the employment of the Company you will not, under any circumstances, be permitted to undertake any assignment, simultaneously engage in any other gainful or commercial activity (other than normally acceptable personal investment activity) or work for any other employer (company, firm, organization or persons) either whole-time or part-time, nor in any way be associated with any company, firm, organization or persons as advisor, director, partner, whether paid or not for your services, without the prior written permission of the Company. In case this condition is contravened the same shall be considered as misconduct and you shall be liable to disciplinary action (including termination). Furthermore, you may not enter into any commitments or dealings on behalf of the Company for which you have no express authority, nor exceed the authority or discretion vested in you without the previous written sanction of a duly authorized manager.

11. Leaves:

You will be eligible for the standard days of vacation that are applicable in your jurisdiction and in accordance with local law. The Company regularly reviews its paid time off program and has the right to amend or discontinue its program where deemed appropriate, subject to local law.

12. Benefits:

You will be eligible for the standard benefits package offered to all India-based employees in accordance with local policy and applicable law. The Company may cancel, change or modify the terms of such benefit and/or retirement plans from time to time or change benefit carriers with notice, subject to applicable law. Information about your benefits can be found [here](#).

13. Non – Disclosure:

"Confidential Information" is any information generated or obtained by you during employment, which relates to the current or potential business of the Company, including but not limited to any and all records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, equipment, or any other documents or property, or reproductions of any of the aforementioned items provided to you pursuant to your employment with the Company or otherwise in the possession of the Company.

Trade Secrets: Technology, methods of development, and manufacture; proprietary business information such as financial condition, bidding practices, costs, distributors, customer names and mailing lists, the identity of prospective customers, market studies; pricing studies, information and analysis, current and prospective business projections; business plans and strategies financial statements and information; special processes, procedures and services of the Company, processes, formulas, innovations, inventions, discoveries, improvements, research or development and test results, specifications, data, and know-how; marketing plans, business plans, strategies, forecasts, unpublished financial information, budgets, projections, product plans and pricing; business policies and practices; Information received from others, that Company is obligated to treat as confidential or proprietary; personnel information,

including organizational structure, salary, qualifications of employees, employee compensation plans, employee performance evaluations, employee telephone directories and employee benefits; customer and supplier information, including identities, product sales and purchase history or forecasts and agreements; and the Company's operating policies and procedures are also held to be Confidential Information.

You shall not during the terms of your employment with the Company or at any time thereafter, disclose to any person or use any Confidential Information, or permit any person to examine and / or make copies of any documents which contain or are derived from Confidential Information, whether prepared by you or otherwise coming into your possession or control without the prior written permission of the Company, except as required in the performance of your duties as an employee of the Company, in which case such disclosure will comply with all policies and procedures established by the Company from time to time regarding the disclosure of Confidential Information by employees.

Secrecy as to the affairs of the Company: You shall not during the term of your employment with the Company or at any time thereafter, use or disclose to any other company, firm, institution or person any of the information, business or affairs of the Company, or its clients without the prior consent of the Company. You shall not publish any book, booklet, brochure or pamphlet, or contribute any article to any newspaper or other publication whether for remuneration or otherwise, relating to the affairs of the Company, its clients or your work in the Company at any time. Further you shall not, without prior permission in writing and unless it is a part of your day to day work, take any papers, books, drawings, photographs, instruments, computer software materials, documents or any other property of the Company out of the work premises. Nor shall you in any way at any time disclose, divulge or make public any information or matter concerning the Company's or its client's business affairs, property, transactions under consideration (including the identities of other companies that are or may be parties to such transactions), methods of operation or other data processes, analytical methods, accounts, transactions, dealings, trade secrets of the Company or its clients whether the same may be confined in you or become known to you in the course of your employment with us or otherwise.

You hereby confirm that you are in compliance and will continue to remain in compliance with all applicable third-party non-disclosure and confidentiality related obligations legally binding on you. You hereby confirm and promise that you have the right to make disclosures and use any ideas, processes, designs, methods, and know-how possessed prior to your employment with the Company, without any liability to others. You also agree that you will not disclose to the Company, its employees or use on the Company's behalf, any confidential information belonging to any third party, including but not limited to any of your previous employers. You also represent that you do not have any confidential documents or materials which belong to any third party, including but not limited to your previous employers and you agree not to bring any confidential materials or documents of such third party to the Company premises. You agree to immediately notify the Company upon you becoming aware of any violations of your present and / or continuing confidentiality and non-disclosure related obligations with both the Company and / or any of your previous employers.

14. Intellectual Property:

You acknowledge and confirm that ownership of, and all right, title, and interest in, all work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans, know-how, processes, methods, trade secrets, source code, application development, designs, drawings, plans, business plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials thereof), inventions (whether patentable or not, and whether or not patent protection has been applied for or granted) hardware designs and configurations; software designs and programs; and discoveries, developments and writings and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages developed or created from time to time by or for the Company by you (the "Intellectual Properties") shall vest in the Company. You expressly agree that all Intellectual Properties created by you shall be under a contract of service, shall be deemed as "works for hire" under applicable intellectual property laws and shall be the exclusive property of the Company. You hereby assign all rights in relation to such intellectual property to the Company on a worldwide and perpetual basis at no costs and further agree to do all such acts to perfect such assignment to the Company. Such assignment shall not lapse if the Company has not exercised its rights under the assignment for a period of one (1) year from the date of the said assignment. You further acknowledge that the Company shall be the "first owner" of copyright in any original works of authorship made by you during your employment with the Company, in terms of Section 17 (c) of the Indian Copyrights Act, 1957, as amended from time to time.

In order to more effectively set out the detailed rights and obligations of the parties in relation to protection of Confidential Information And Intellectual Property, you may be required to execute other documents by the Company (such as an employee intellectual property assignment and confidentiality protection agreement) and you agree to be bound by any such additional terms and conditions, as stipulated under such documents.

15. Corrupt Practices:

During the period that you are employed by the Company, you shall not, on behalf of the Company or on the pretext thereof, give or pay to any person any money, Gratification or Valuable Thing of any kind (other than a legally acceptable, official and Company approved consideration) in order to induce or influence a Public Servant to do or forbear from doing any act in relation to the Company. The terms Public Servant, Gratification and Valuable Thing shall have the meaning assigned to them under the Prevention of Corruption Act, 1988.

It is clarified that you shall not pay any "speed money" or "facilitation payment" in order to quicken the process of any act that needs to be performed other than a purely legal remuneration paid to a service provider.

During the period that you are employed by the Company, you shall not, on behalf of the Company or on the pretext thereof, receive from any person (or arrange for some other person to so receive on your behalf) any money, Gratification or Valuable Thing of any kind as consideration in order to do or forbear from doing any act in relation to the Company.

During your employment you shall not: (a) enter into any arrangement, contract or financial transaction on behalf of the Company with any relative or entity controlled or owned by a relative; (b) enter into such arrangement, contract or financial transaction with any person entity or organization for the benefit of some other person, entity or organization; or (c) claim any compensation/reimbursement or pay any amount on behalf of the Company for a purpose other than the purpose for which such amount is actually payable.

16. Privacy:

You will be providing to the Company certain information about yourself and your family, including personal information and sensitive personal data or information ("Personal Information"). You hereby agree that the Company may use and retain your Personal Information for a lawful purpose and to the extent deemed necessary by the Company in relation to your employment with the Company and for ancillary purposes.

You hereby also agree that the Company may transfer or disclose such Personal Information to such other agencies the Company may consider necessary, whether affiliates or otherwise and whether in India or otherwise. The Company may codify its policies relating to privacy in a privacy policy which it will provide to you and you hereby agree to the same.

The Company shall use reasonable security practices and procedures to safeguard your Personal Information. Notwithstanding anything contained herein, "Reasonable security practices and procedures" under section 43A Explanation (ii) of the Information Technology Act 2000 means such procedures that the Company shall implement and which may, in the Company's discretion, be intimated to you from time to time and you hereby agree to the same.

17. Handing over charge of Company's property on termination of employment:

You shall be bound at the termination of this employment, however terminated, to immediately return to the Company all properties of the Company in your possession, including but not limited to all documents, papers or other material in your possession, or under your control which may contain or be derived from Confidential Information, together with all documents, notes or other work product which is connected with or derived from your services to the Company whether or not such material is at the date hereof in your possession. In the event of your failure to return to the Company any of its property/assets, you would be deemed to have committed the offense of criminal breach of trust and the Company shall be free to proceed against you in an appropriate forum, besides claiming liquidated damages for withholding Company property/assets in an unauthorized and illegal manner. The Company shall also have the right to deduct the monetary value of all such Company property/assets from your full and final settlement /

employment dues and take such other action as the Company deems fit, in the event of your failure to account for / damage of the Company property/assets subject to applicable law.

18. Company's clients and employees

If your employment with the Company terminates for any reason, you shall not, for a period of one year from the date of termination, have any business dealings whatsoever, either directly or indirectly or through corporate entities or associates with any customer or client of the Company or its subsidiaries or any person or firm which has contacted or been contacted by the Company as a potential customer or client of the Company; and you shall keep in strictest confidence, both during the term of your employment and subsequent to termination of employment, and shall not during the period of employment or thereafter disclose or divulge to any person, firm or corporation, or use directly or indirectly, for your own benefit or the benefit of others, any information which in good faith and good conscience ought to be treated as confidential information including, without limitation, information relating to the software developed by Company, information as to sources of, and arrangements for, hardware supplied to customers or clients of Company, submission and proposal procedures of the Company, customer or contact lists or any other Confidential Information. In addition, you shall not, for a period of one year from the date of termination, hire, interfere with, solicit, or endeavor to entice away from the Company any person who was, to your knowledge, at the date of the termination of your employment, an employee of the Company and with whom, during the 24 months preceding the date of such termination, you had contact as a result of your employment with the Company.

19. Compensation:

The payment of all compensation shall be made in accordance with the relevant Policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. You shall not be entitled to benefits other than what has been expressly stated in the Terms of Employment. The compensation mentioned in the offer letter or any revised compensation communicated to you is provided on a gross basis. The Company makes no representation of any increase in compensation, either with regard to the quantum or duration of such increase in compensation. However, the Company will review your compensation periodically at the Company's sole discretion and will communicate any revised compensation to you.

20. Safe Custody of Company Material

You will be responsible for keeping safe and in good condition, any and all material entrusted to you by the Company, including, but not limited to, cellular phone, laptop, car and other devices or equipment provided by the Company ("Company Property").

In the event of any damage or loss to the Company Property entrusted to you, you shall be liable for the same and the Company reserves the right to deduct the cost of such articles, in accordance with applicable laws, from your compensation or take such other action that it may deem appropriate.

21. Background Verification:

Background verification (address, criminal and education, employment, reference checks or any other check as required by the Company from time to time) are conducted for all employees at any time during employment with the Company. If the information provided by you is misrepresented, the Company would take appropriate action leading up to termination of employment.

22. Disclaimer:

Your employment shall be deemed to have been made on the basis of the representations made or facts disclosed by in the application for recruitment or the forms filled at the time of appointment. You hereby also represent that all the contents of your resume, testimonials, references, application form, previous employment details and other information furnished by you are true and accurate. In case any fact or representation, at any time, is found to be wrong or is concealed, the same shall be held to be gross misconduct and the employment shall stand invalidated and shall be deemed to have been cancelled automatically without notice or compensation in lieu thereof.

The Company's practices, Policies, benefits, and procedures are under review on an ongoing basis and may be modified, altered, or eliminated at any time with applicable notice to employees, at the Company's sole discretion.


23. Non-Disparagement

During your employment or after the termination of your employment, you shall not ever, directly or indirectly, in public or private, in any manner, ratify, make or cause to be made, assist or encourage any third party, its affiliates or the equity holders, officers, directors, employees, agents and representatives of any entity associated or known to you to make or cause to be made, any disparaging, demeaning, deprecating, denigrating, defamatory, derogatory, libelous, slanderous, besmirching, discrediting, criticizing, embarrassing or other negative, misleading or false remarks, statement, comments or other expressions, orally or in writing, in whatever medium now or hereafter available, to any person or entity, including, without limitation, consumers, press and investors in, competitors of and advisors to the Company, its members, shareholders, directors, officers or employees and their respective reputations, or the investment or business strategy or plans, policies, practices or operations of the Company.

24. Governing law and Jurisdiction

This document shall be governed by the laws of India and any disputes arising out of or related to this document shall be resolved by arbitration (either through a sole arbitrator or a panel of arbitrators, as mutually agreed by the parties). The award of the arbitrator/s shall be final and binding on the parties hereto and arbitration shall be as per the provisions in force of the Arbitration & Conciliation Act, 1996. The arbitration shall be conducted in English language and the seat of arbitration shall be in Hyderabad.

You acknowledge that damages alone will not be an adequate remedy in the event of breach of any of your obligations under these Terms of Employment. You therefore agree that the Company shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.

ANNEXURE-II Compensation Details			
Name	Anil Gandia		
Designation	Data Analyst operations		
Segment	S&P GLOBAL MARKET INTELLIGENCE		
A. Earnings		Monthly (Rs.)	Annual (Rs.)
(i) Basic Salary		16,875.00	202,500.00
45% of Base Salary			
(ii) Basket of Allowances		20,625.00	247,500.00
(HRA, LTA, Child Education Allowance, Meal Coupon, Telephone Reimbursement, NPS and others as applicable from time to time)			
BASE SALARY		37,500.00	450,000.00
B. Retirement Benefits			
(i) Employer's Contribution to Provident Fund 12% of Basic Salary (plus other allowances, where applicable as per applicable law)		2,025.00	24,300.00
TOTAL EARNINGS (A+B)		39,525.00	474,300.00
C. Pre-Tax Deductions (Employee's PF Contribution)		2,025.00	24,300.00
Pre-Tax Take home		35,475.00	425,700.00
For 5054 MARKIT INDIA SERVICES PRIVATE LIMITED			
			
Authorized Signatory			

Additional Note:

- a) Flexi Basket Allowance balance amount is paid as special allowance which is subject to tax as per the Income Tax rules in India
- b) Gratuity will be governed as per the Statutory Law.

**ANNEXURE III: MATERNITY BENEFITS PROVIDED AS PER THE MATERNITY BENEFIT ACT, 1961
(FOR WOMEN EMPLOYEES ONLY)**

The Company shall provide the following statutory maternity benefits for women employees, who have worked with the Company for at least 80 (eighty) days in the 12 (twelve) months immediately preceding the date of expected delivery, as enumerated herein.

- **Leave of Absence:** A pregnant woman employee can seek a leave of absence by giving a notice in writing to the Company stating the dates of her absence from work and such leave of absence shall not exceed a period of 6 (six) weeks.
- **Abstinence:** A pregnant woman employee can make a request to the Company seeking abstinence from performing any work which is likely to have an adverse effect on her health, or affect her pregnancy, for a period of 1 (one) month immediately prior to a period of 6 weeks prior to the date of her expected delivery, or for any period during the 6 weeks prior to the date of her expected delivery if the woman employee has not availed leave during these 6 weeks.
- **Paid Leave:** Eligible women employees can avail paid maternity leave up to 26 (twenty-six) weeks. Out of these 26 weeks, the woman employee has the option to avail paid maternity leave up to 8 (eight) weeks prior to the date of her expected delivery.
- **Mother of 2 or more children:** A woman employee, having two or more children, is entitled to paid maternity leave up to a period of 26 (twenty six) weeks, and out of these 26 weeks, the woman employee has the option to seek paid maternity leave only up to 6 (six) weeks prior to the date of her expected delivery.
- **Additional Paid Leave:** Women employees can avail paid leave from the Company at the rate of maternity benefit, on production of relevant proof mandated by the Company:
 1. For miscarriage or medical termination of pregnancy – up to 6 (six) weeks immediately following the date of her miscarriage or medical termination of pregnancy.
 2. For tubectomy operation – up to 2 (two) weeks immediately following the date of the operation.
 3. For illness arising out of pregnancy/delivery/premature birth/medical termination of pregnancy/miscarriage/tubectomy operation – up to 1 (one) month.
- **Commissioning Mothers/Surrogacy:** "Commissioning Mother" means a biological mother who uses her egg to create an embryo implanted in any other woman. A woman employee who is a Commissioning Mother can avail paid maternity leave up to 26 (twenty six) weeks, and the period of maternity leave will be calculated from the date on which the child is handed over to the Commissioning Mother.
- **Adoption:** A woman employee who has adopted a child below the age of 3 (three) months can avail paid maternity leave up to 26 (twenty six) weeks. The period of maternity leave will be calculated from the date on which the child is handed over to the adoptive mother.
- **Crèche Facility:** The Company will provide crèche facilities and a woman employee will be allowed four visits in a day to the crèche. This would also include her interval for rest.
- **Nursing Breaks:** A woman employee, having a child below the age of 15 (fifteen) months, will be allowed two breaks per day for nursing her child, and this would be in addition to her interval for rest.
- **Medical Bonus:** Every woman employee, who is entitled for maternity benefits, may receive a medical bonus of INR 3,500 (three thousand five hundred only), if the Company has not provided pre-natal and post-natal care, free of cost.
- **Work from Home:** An eligible woman employee has the option to work from home, if the nature of work assigned permits her to do so. This may be after availing the maternity benefit for such period and upon conditions mutually agreed between the Company and the said woman employee.
- **Posthumous award of benefits:** If the death of the woman employee occurs prior to her receipt of the benefits or amount due to her, the Company shall provide the due benefits or amount to her nominee or her legal representative.

ADDENDUM

1. Company would be providing Provident Fund for all its employees at 12% of basic salary (plus other allowances, where applicable) in accordance with applicable law. All employees will need to make an equal contribution to the Provident Fund. Any additional voluntary provident fund contribution will be at the discretion of the employee.

2. You will be eligible for Company's gratuity contribution as per the Payment of Gratuity Act.

3. You will be eligible to participate in the applicable annual bonus plan ("Bonus Plan") with a target incentive opportunity of 10% of your base salary. Actual payment under the Bonus Plan, if any, will be based on the degree of achievement of the established company and/or division objective(s) and your individual performance and contribution, as determined in the Company's discretion. Your award for the performance year will be pro-rated based on the number of days you have been employed with the Company. Awards may be less than the communicated target and are subject to your manager's assessment of your performance. Please note that your target opportunity and eligibility are not commitments to pay any award, as all payments under the Bonus Plan are discretionary. Target opportunities are subject to change by the Company in its discretion from year to year. In order to be eligible for each annual Bonus Plan, you must be employed on or before September 30th of the Bonus Plan year. Further, to receive a payment, you must be an employee in good standing and be employed by S&P Global, or any of its business units, on the Bonus Plan payout date.

You further agree that any Bonus payments linked with production/productivity or other compensation paid to you by the Company shall be in lieu of any bonus required to be paid to you under the statutory laws of India.

4. All tax liabilities arising out of the compensation shall be borne by you.

5. Company provides employees with tax exemptions to help them avail their compensation in the most tax efficient manner. These can be availed as per the tax regulations.

6. If the relocation benefits are being extended, the Company will reimburse for expenses incurred towards relocation as per terms and limits defined in the Domestic Relocation Policy. You will be required to submit documentation of expenses incurred within three months from the date of relocation. If you voluntarily separate from Company employment or are terminated for cause within 12 months from the date of relocation, you agree to full restitution of this amount including the relocation allowance to Company. The amount can be adjusted at the time of seeking clearances or the Company will be entitled to deduct/adjust the amount in the full and final settlement.

Fwd: Polycab India Limited | Campus Hiring | Batch of 2023 | Chaitanya Bharathi Institute of Technology, Hyderabad



Varun Rastogi

NEELE SNEHALATHA, Shrutika Jha, + 11

9 Dec



Dear Team,

Greetings from Polycab India Limited!

We are glad to inform you to the following students
have been selected:

Post Graduation University	Mention your Name (as per Aadhar Card)	Email ID	Contact Number
Chaitanya Bharathi Institute of Technology, Hyderabad	Bharatha Arun	arunbharatha7@gmail.com	8464097595
Chaitanya Bharathi Institute of Technology, Hyderabad	Kamarthi Lasya	lasya.k003@gmail.com	8328195942/7032669582
Chaitanya Bharathi Institute of Technology, Hyderabad	Gangadhari Sai Kiran	gangadharisaikiran129@gmail.com	7337045452
Chaitanya Bharathi Institute of Technology, Hyderabad	Gogula Mahesh Pratheek	gogulapratheek@gmail.com	8885252899

Fwd: Polycab India Limited | Campus Hiring | Batch of 2023 | Chaitanya Bharathi Institute of Technology, Hyderabad



Varun Rastogi

NEELE SNEHALATHA, Shrutika Jha, + 11

9 Dec



Dear Team,

Greetings from Polycab India Limited!

We are glad to inform you to the following students
have been selected:

Post Graduation University	Mention your Name (as per Aadhar Card)	Email ID	Contact Number
Chaitanya Bharathi Institute of Technology, Hyderabad	Bharatha Arun	arunbharatha7@gmail.com	8464097595
Chaitanya Bharathi Institute of Technology, Hyderabad	Kamarthi Lasya	lasya.k003@gmail.com	8328195942/7032669582
Chaitanya Bharathi Institute of Technology, Hyderabad	Gangadhari Sai Kiran	gangadharisaikiran129@gmail.com	7337045452
Chaitanya Bharathi Institute of Technology, Hyderabad	Gogula Mahesh Pratheek	gogulapratheek@gmail.com	8885252899



28/11/2022

Dear Inaparthi Abhishikth,

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

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

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

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

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

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

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



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

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

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

Working Hours: 8 Hours / day

Monthly Target: ₹2,00,000/-

Job Type: Full Time Internship

Location: Bangalore.

Acceptance of the Candidate:

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

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

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

AcmeGrade Pvt. Ltd.

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

Annexure-1

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

Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA <pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in <pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>;DONTA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>

Date: Thu, Oct 13, 2022 at 5:00 PM

Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews

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

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>

Date: 13 October 2022 at 3:07:14 PM IST

To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in" <damanjeet_sms@cbit.ac.in>

Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

362

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.



Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

[Let us find your next investment! Visit our property acquisition portal and update your acquisition criteria today.](#)

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

--

With Best Regards,

Dr. NLN REDDY,
Advisor - Career Development Centre (A)
Chaitanya Bharathi Institute of Technology
8466997218
9849466587



ICICI Bank Campus_Selects

2 messages

Saritha Surendran /HRMG/IBANK/HYD <saritha.surendran@icicibank.com> Fri, 17 Feb, 2023 at 17:02
To: GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>, placements@cbit.ac.in
Cc: Karthik Raj R /HRMG/IBANK/HYD <karthik.rajr@icicibank.com>

Dear Giri Chandra Prasad,

Kindly find the selected students list in Final Interview held on 17/Feb/2023.

Sr No	Applicant ID	Full Name	Status
1	5214630	KASIPETA THARUN KUMAR	Selected
2	5886434	B.YESUBABU	Selected
5	5886693	D.Chittibabu	Selected
7	5888934	EPPA ANKITHA PRIYA	Selected
8	5886692	GUBBA PAVANI	Selected

Thanks & Regards,

Saritha Surendran

HRMG-7977109531

From: GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>
Sent: 16 February 2023 18:54
To: placements@cbit.ac.in; Saritha Surendran /HRMG/IBANK/HYD <saritha.surendran@icicibank.com>
Subject: Re: Request to reschedule interview time

You don't often get email from pgs21050_mba.prasad@cbit.org.in. [Learn why this is important](#)



Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga
Reddy District, CIRCLE 3, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Mar 24, 2023

Mr. Katikala Vishnu Vardhan
H No : 571 D Type, Ttd Quarters, Vinayak Nagar,
Tirupati, 517501
India

Subject: Offer of Employment

Dear Katikala Vishnu Vardhan:

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

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 28, 2023**.

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

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

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **August 28, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

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

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

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 28, 2023**, or an alternative mutually agreed upon date.

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

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

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

Katikala, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Tax Services India Private Limited

Best regards,

DocuSigned by:
Pooja Madnani
By: 7689E5DB192A487...
Signature

Authorized Signatory

Acceptance

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

Please sign and date your Acceptance

Signature

Date

Annexure A**Mr. Katikala Vishnu Vardhan****Tax Consultant I -**

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

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

Contd/-....

Annexure A

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

**Employee Level -
Tax Consultant I**^{1a}Communication Expenses^{1b}Fuel Expenses

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

Petrol / Driver / Insurance / Repairs & Maintenance

Rs./₹ 3,000/- per month

Rs./₹ 7,500/- per month

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

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

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

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

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

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

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

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

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

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

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

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

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

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



Katikala Vishnu Vardhan

Hyderabad

Annexure B

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

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower Survey No. 41 Gachibowli Village, Ranga Reddy District, CIRCLE 3, Hyderabad - 500032, Telangana, India** (the "Employer") as **Tax Consultant I** - and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

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

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

PROTECTION OF OUR BUSINESS

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

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

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

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

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or

associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

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

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

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

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

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

10. Ownership of Works.

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

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

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

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

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

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

Property of the Deloitte Entities.

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

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

12. Post- Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

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

Entity, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST- EMPLOYMENT OBLIGATIONS

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

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

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

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

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

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

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

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

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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

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

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

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

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

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

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

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

For Deloitte Tax Services India Private Limited



OMKAR CHANDRAMOULI KONCHUR

Talent

Authorized Signatory

Effective as of **August 28, 2023**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Katikaḷa vishnu vardhan

Signature

Name

EXHIBIT A

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

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

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

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

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

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

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

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

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

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

Independence – National Office (Independence) of Deloitte LLP.

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

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

PCAOB – the United States Public Company Accounting Oversight Board.

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

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

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

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

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

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

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

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

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

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

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

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

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

[If yes, please enter details below]

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

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

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

Signature

Date

Katikala Vishnu Vardhan

Name (Print)

ACCEPTED AND AGREED TO:

Deloitte Tax Services India Private Limited



OMKAR CHANDRAMOULI KONCHUR

Talent

Its: *Authorized Signatory*

Mar 24, 2023

Date

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

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

Signature

Katikaḷa Vishnu vardhan

Name

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

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

Yes, I do have
Post-Employment Restrictions
re: Clients

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

Name of Client

Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Tax Services India Private Limited



OMKAR CHANDRAMOULI KONCHUR
Talent

Its: Authorized Signatory

Mar 24, 2023

Date

I have read and understood the above policy terms.

katikala vishnu vardhan

An *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

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

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

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

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

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

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

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

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

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

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

3. HARRASSMENT POLICY

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

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

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

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

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

5. RETIREMENT AGE

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

6. TRANSFERS

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

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

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

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

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

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND)

(https://deloitte.net.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).

- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

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

Effective as of **August 28, 2023**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signature

_____ **katikaḷa vishnu vardhan**
Name



Mar 24, 2023

Mr. Katikala Vishnu Vardhan

H No : 571 D Type, Ttd Quarters, Vinayak Nagar,

Tirupati, 517501

India

Training Agreement

Dear Katikala:

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Tax Consultant I** pursuant to the terms and conditions of your offer letter dated **August 28, 2023**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed. We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Tax Services India Private Limited**

DocuSigned by:

Pooja Madnani

By:

7689E5DB192A487...

Signature

Authorized Signatory



Gupta, Harshita

BHOJANAPU VENKATA CHANDAN, + 12

17 Nov



Hi Venkata,

I am pleased to inform you that below students have cleared all the rounds of interview and are selected to join Franklin Templeton in 2023.

Congratulations to all the students for this achievement

1. Ratnapuri Preethi
2. S. Payal
3. K. Nilaya
4. Khonde Akshay
5. Y.sai meghana
6. Pallavi Tiwari
7. VADLA BHARATH KUMAR
8. K.Tejasree
9. Ruchitha Mudike
10. Nikitha Adavelli
11. Harshitha Konaparaju

Regards,

Harshita Gupta

Global Talent Acquisition

Franklin Templeton

On Fri, May 26, 2023 at 4:32 PM Divyadeep Lolla <divyadeep.lolla@sidsfarm.com> wrote:

Hello HR team,

Please issue internship offer letters with a monthly stipend of Rs. 20,000 to below candidates reporting to the respective departments. You may find their resumes attached to this mail.

Akhil - Digital Transformation (Focus areas: Implementing Hooper in procurement and production, Procurement ERP)

Harika - Digital Transformation (Focus areas: Evaluating and implementing production related softwares for forecasting, planning and execution)

Venkat - Customer Experience and Agent Sales (Focus areas: Analysis of customer issue patterns, implementing initiatives, market research for agent sales, etc.)

Mahitha - Customer Experience and Agent Sales (Focus areas: Analysis of customer issue patterns, implementing initiatives, market research for agent sales, etc.)

The **internship period** is from **29th May 2023 to 30th September 2023**. In the 3rd week of September, based on the feedback by Ascharya and Sahana, one of the following scenarios will be applicable to the candidates:

1. Candidates are awarded management trainee (MT) positions
2. Candidates may be offered staff level positions with lower salaries as they do not fit MT requirements
3. Candidates may not be offered any position

Please let me know in case of any questions.

Best regards,
Divyadeep Lolla,
Vice President - Operations,
Sids Farm Private Limited
Phone No. +91-93469 99712





Three Galleria Tower
13155 Noel Road
Suite 100
Dallas, TX 75240-5090
Tel. 972.934.0022
Fax 972.960.0613

PRIVATE AND CONFIDENTIAL

www.ryan.com

16/03/2023

Mashetty Sankeerth
H.No 4-45, Near Geetha Mandir
Shankarpally 501203

Re: Employment with Ryan India Tax Services Private Limited

Dear Sankeerth,

In accordance with our recent discussions, this letter (hereinafter referred to as the "**Employment Letter Agreement**" or "**Agreement**") will confirm that the following shall be the terms and conditions of your employment with Ryan India Tax Services Private Limited (hereinafter referred to as the "**Company**"). We are confident you will find Ryan a unique and rewarding place to work; Ryan India has been recently certified as a Great Place To Work by the Great Place To Work Institute.

1. POSITION

You are appointed as **Tax Associate, Property Tax Commercial** of the Company and are required to join by the start date of **29/03/2023** by countersigning this Agreement within seven (7) days from the date of this Agreement as set forth above. As such, you shall perform the duties set forth in Annexure I.

2. INFORMATION PROVIDED BY YOU, REFERENCE CHECKS, BACKGROUND CHECKS

- a) The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, etc.) or at any time thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.
- b) The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of such checks, including by way of engaging third-party agencies to conduct such checks, and (ii) you consent to your personal details being used for conducting such background checks (including providing them to the third-party agencies solely for this purpose).
- c) The commencement or continuation of your employment with the Company is contingent upon a background check and check of references satisfactory to the Company. Further, the Company shall have the right, and you hereby consent to such monitoring of your performance and your activities during the period of employment with the Company as the Company deems fit.
- d) You shall submit to the Ryan Human Resources team a pre-approved document list as detailed in Annexure II to this Agreement and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment.

3. PROBATION/CONFIRMATION

You will be on probation for a period of six (6) months from the date of joining. The period of probation is subject to extension at the discretion of the management of the Company, by another period of six (6) months. Confirmation of employment following the probation period will not be construed to have taken place unless and until you are informed in writing by the Company to that effect.

During the period of probation, your services may be terminated by the Company for any reason or no reason, by giving notice of one (1) month without assigning any reason thereof. Similarly, during the period of probation, you may terminate the contract by giving one (1) month advance written notice to the Company. However, the formalities of submitting a proper letter of resignation and obtaining a no-dues certificate from all concerned shall have to be complied with.

4. REMUNERATION AND BENEFITS

Your total remuneration will be as set out in the attached Annexure III and will be payable on the 25th day of the next English calendar month for the previous month. All payments made to you will be subject to deductions required by law, including deductions in respect of tax and such other deductions and/or contributions as shall be required to be made pursuant to the applicable laws and policies and procedures of the Company. Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee ("Statutory Payments"). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

You will also be eligible to receive benefits based on benefits programs made available by the Company.

5. LOCATION

You will be based initially at the Company's Hyderabad office or such other place where there are offices or facilities of the Company or its clients. You may, however, be required to work at such other locations in India and/or abroad as the Company may from time to time desire. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may exist or come into existence.

You may be required to work overseas for any such period as may be deemed necessary by the Company. The Company does not guarantee the continuation of any perquisite at the new location.

6. ASSIGNMENT OF DUTIES

Subject to your qualifications and background, the Company reserves the right to assign any suitable position to you in the interest of business of the Company, during the course of your employment. It is hereby understood and agreed by you that you will not refuse the above mentioned assignment on any ground and that you will not be entitled to any additional compensation for effectively carrying out the duties.

7. HOURS OF WORK

You will be normally required to work five (5) days in a week. Further, you will work for nine (9) hours in a day, including one (1) hour for rest/lunch; however, these hours and/ or days may vary depending on the operational requirements of each department of the Company. The Company reserves the right to call you for work on an off day. Any variations on working patterns are at the discretion of the Company. In case of continuous delay or habitual absence in reporting for duty on time, the Company is entitled to take disciplinary action against you, including, but not limited to, termination of your service.

8. TRAVEL

You may be required to travel within or outside India with regard to the Company's business requirements. The mode and class of travel and any associated expenses, including accommodation, outside of the company's approved expense policy must be approved in writing by the Company before the travel is undertaken.

9. REIMBURSEMENT OF EXPENSES

You shall be reimbursed for all reasonable expenses incurred in the performance of your duties by the Company, pursuant to the Company's internal expense policies, provided you submit all the appropriate and adequate supporting documents of such expenses to the Company, including the vouchers for the expenses incurred, and the same has been approved by the Company. The Company always reserves the right to ask you for any additional information or documents, and to fill and sign any form or document, with regard to the reimbursements.

10. LEAVE ENTITLEMENT

You will be entitled to accrue thirty-nine (39) days of Annual Leave per year, which is accrued on a monthly basis. This entitlement will comprise Privilege Leave, Casual Leave, and Sick Leave, though the same will not be tracked individually for administrative convenience. Accruals will be calculated on a pro-rata basis during the first calendar year of employment.

Up to fifteen (15) days of unutilized Leave can be encashed each year. Carry forward is subject to a maximum accumulation of sixty (60) days in a given year.

If you leave the Company, whether due to termination by the Company or your resignation from employment, you will be entitled to payment in respect of accumulated Annual Leave along with the Annual Leave that has been accrued on a pro rata basis in proportion to the duration of the service in the English calendar year in which your employment expires.

11. PUBLIC HOLIDAYS

You are also entitled to ten (10) days holiday in a calendar year, which includes national and other festive holidays to be declared in advance in accordance with the relevant government notification.

12. NOTICE PERIOD FOR RESIGNATION

After confirmation pursuant to Section 2 above, you may terminate your employment with the Company by giving two (2) month written notice or payment/forfeiture of salary in lieu thereof. The Company, however, reserves the right to waive off the condition regarding notice period as above, and accept your resignation immediately on receipt, or from any date within the notice period, without any compensation whatsoever.

13. TERMINATION OF EMPLOYMENT

Without limiting clause 3, the Company may at any time terminate your employment:

- a) Without cause by giving you prior written notice of at least two (2) months ("Notice Period") or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period. Payslip total means the total gross monthly salary as shown on your latest salary slip provided by the Company to you (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus, and any reimbursements.
- b) Forthwith if you are proved guilty of any gross or permanent default or misconduct in connection with or affecting the business of the Company or any group company, or in the event of any serious or persistent breach or non-observance by you of any of your terms and conditions of employment, or if in the opinion of the Company, you have conducted any willful misconduct or acted in any manner which is prejudicial or detrimental to the best interests of the Company.
- c) With immediate effect by a written notice to you if, the Company discovers that any information or document submitted by you is fraudulent, materially false or incorrect, or the Company following the conduct of background or reference checks referred to in clause 2 or otherwise receives information or becomes aware of information concerning you which the Company, acting reasonably, considers to be materially detrimental to its interest should your employment continue.
- d) By written notice, where in the event your appointment is made subject to you passing your educational qualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company.
- e) With immediate effect if you are absent from work for a period of eight (8) working days without the written approval of your reporting manager (including where you overstay your leave/training).
- f) With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds two (2) months in any calendar year.

14. MISCONDUCT/BREACH

The Company may at any time suspend you from the performance of your duties or exclude you from the premises of the Company during any period of notice given by you or the Company or in circumstances in which it reasonably believes you to be guilty of misconduct or in breach of your terms and conditions

of employment, in order that the circumstances giving rise to that belief may be investigated. During the period of suspension, you will be paid one-half of the salary that would otherwise have been due for the first six (6) months and at seventy-five percent (75%) beyond six (6) months during the period of suspension. The total period of suspension shall not however exceed one (1) year in any case. If the misconduct is not established or the total period of suspension exceeds one (1) year, the employee shall be entitled to full wages during suspension period, and the period of suspension shall be treated as on duty. For the avoidance of doubt, there is no obligation on the Company to provide you with any work during any period of notice, and you will not be entitled to work on your own account or on account of any other person, term, or company or contact any of the Company's clients or suppliers during that period. Investigation/enquiry into alleged misconduct will be as per the Employee Handbook, Code of Conduct.

15. REPRESENTING THE COMPANY

You are not permitted to represent yourself as an authorized agent of the Company except in the course of the proper performance of your duties, if you are expressly authorized to do so in your relevant position as advised to you by the Company. When your employment ceases, you must not hold yourself out in any business context as being an employee or representative of, or otherwise connected to the Company. Should there be any misrepresentation, intention to deceive in this respect, or any attempt to interfere in this way in the existing business relations between the Company, including, but not limited to, its customers, agents, and suppliers, the Company may take proceedings against you to prevent any recurrence and to recover any losses incurred as a result.

16. INTELLECTUAL PROPERTY

The Company will own and be entitled to the benefit of all intellectual property, including, but not limited to, copyright (as well as moral rights), in all material made/ discovered/enhanced by you in pursuance of the terms of your employment by the Company.

17. CONFIDENTIALITY

You shall keep confidential at any time during or after your employment, any information (including proprietary or confidential information) about the business and affairs of, or belonging to, the Company or any affiliate of the Company or their respective customers or suppliers, including information which, though technically not trade secrets, the dissemination or knowledge whereof might prove prejudicial to the Company or its affiliated companies. You may be asked to sign a confidentiality agreement with the Company in this regard.

18. DATA PROTECTION

By signing this Agreement, you acknowledge and agree that the Company is permitted to hold personal information about you as part of its personnel and other business records and may use such information in the course of the Company's business. You acknowledge and agree that such information may be transferred between the Ryan group of companies, including transfers outside of India, in connection with the group's recordkeeping and business procedures and activities. You further agree that the Company may disclose such information to third parties in the event that such disclosure is, in the Company's view, required for the proper conduct of the Company's business or that of any associated company. This clause applies to information held, used, or disclosed in any medium.

19. COMPANY AND CLIENT PROPERTY

All equipment (including computer equipment), notes, memoranda, records, literature, publications, type

set, lists of customers, suppliers and employees, correspondence, computer and other discs or tapes, data listings, codes, keys and passwords, designs, drawings, and other documents or material whatsoever (whether made or created by you or otherwise and in whatever medium or format) relating to the business of the Company or any of its affiliates or any of its or their clients (and any copies of the same) shall be and remain the property of the Company, or the relevant affiliate or client, and shall be handed over by you to the Company on demand and in any event on the termination of your employment.

20. DUTY TO COOPERATE

You, during and upon termination of your employment, agree to fully cooperate and assist the Company, on request and at the Company's sole expense, in providing truthful testimony or information with respect to all inquiries or investigations, claims and litigations, or any other matter pertaining to the Company.

Further, it is agreed by you that you will fully, unconditionally, and immediately cooperate and assist the Company, in respect of any matter whatsoever on which in the opinion of the Company your assistance is required.

21. CHANGES TO TERMS OF EMPLOYMENT

The Company reserves the right to make changes to any of your terms and conditions of employment in writing.

You will be given not less than one (1) month's written notice of any significant or material changes, which may be given by way of an individual notice. Such changes will be deemed to be accepted unless you notify the Company of any objection in writing within five (5) business days of receipt of the notice of the change.

22. NON-COMPETE/NON-SOLICITATION

Unless otherwise provided by the Company in writing, during your employment, you shall work exclusively for the Company and shall not engage in any other employment, trade, business, or profession or work as an employee or in any other capacity, directly or indirectly, for any other person.

For at least twelve (12) months after you cease to be our employee, you shall not solicit the employment of or induce any of the Company's employees to leave the Company's employment.

You shall not seek to obtain business, customers, or orders for products/services, of a kind dealt in, produced, marketed, or sold by the Company in its ordinary course of business or otherwise do business with any person, firm company, or organization which was a customer of the Company or its affiliates during the last twelve (12) months of your employment with the Company without the prior written consent of the Company, within one (1) year of the termination of your employment.

23. SPECIALIZED TRAINING

In the event, the Company provides any specialized training to you, either in India or abroad and undertakes expenditure for this purpose, you will be required to enter into a Training Agreement stating the minimum period you are required to work with the Company post training.

24. ACCEPTANCE

It is hereby understood and agreed by you and the Company that this Agreement shall come into effect on the date of your countersignature hereto; provided, however, that your employment with the Company shall be conditioned upon verification of your antecedents and testimonials as furnished/claimed by you to the Company during the interviewing or hiring process and the fulfilment of any other prerequisites specified in your original offer letter or in this Agreement or any annexure hereto, all prior to the date which you are scheduled to join the Company pursuant to the first paragraph of this Agreement.

You shall cooperate and assist the Company during the verification of your antecedents and further, a relaxation in the abovementioned date of joining your duties may be granted or required by the Company at its sole discretion.

If the terms and conditions of appointment enumerated in this appointment are acceptable to you, then please confirm your acceptance by signing this document, and return it to the Company within the deadlines set forth in Section 1 above, failing which the offer will stand withdrawn as your action shall be deemed to be refusal to accept the same.

25. CONDITIONS FOR CONTINUED EMPLOYMENT

It is acknowledged by you that as a condition of your continued employment, you will be required to comply in every respect with the Company's policies and procedures as may be in effect from time to time, including those contained in the Company's Employee Handbook, and the Confidential Agreement applicable to the Company, each of which may be changed by the Company at any time at its discretion without any requirement to obtain your consent or approval or to notify you of the same. The Employee Handbook, as may be modified from time to time and once issued, shall form an integral part of this Agreement and hence the contract between you and the Company.

26. RETIREMENT

Retirement age for local staff is fifty-eight (58) subject to legislated changes. Staff may also be retired before the age of fifty-eight (58) years.

27. MEDICAL FITNESS

Your employment is subject to your being medically fit.

28. PROPER LAW AND JURISDICTION AND DISPUTE RESOLUTION MECHANISM

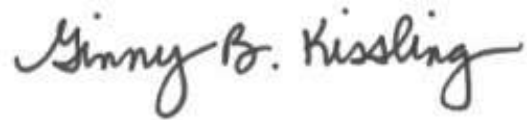
The terms and conditions of your employment will be governed by and constructed in accordance with the laws of India. The parties subject themselves to the exclusive jurisdiction of the courts in Hyderabad, Andhra Pradesh, India.

29. RESPONSIBILITY TO ABIDE BY CODE OF CONDUCT AND ANTI-CORRUPTION REGULATIONS

While performing duties for the Company, you will be responsible to abide by the company's Code of Conduct and all applicable national, state, local, and foreign laws, regulations and other legal requirements on anti-corruption, including but not limited to, the Prevention of Corruption Act, 1988; Prevention of Money Laundering Act, 2002; the U.S. Foreign Corrupt Practices Act; and the United

Kingdom Anti-Bribery Act of 2010 and such amendments to such laws and regulations and policies, orders, permits, licenses, and governmental approvals promulgated or issued thereunder. Any violation of the Code of Conduct and anti-corruption regulations shall be treated as misconduct, and the Company shall take appropriate action against you for such violations, including immediate termination of your employment.

For **Ryan India Tax Services Private Limited**



Authorised Signatory

I hereby accept the terms and conditions set out above and acknowledge that this Employment Letter Agreement contains all terms and conditions of my employment with Ryan India Tax Services Private Limited, and that no other terms, conditions, or representations other than those within this Employment Letter Agreement form part of this Agreement. Furthermore, I affirm that I have not been asked by the Company nor does the Company want me to disclose any information available to me at my current place of employment that is not in the public domain.

Signed by Employee: _____

Date: _____

ANNEXURE I

POSITION: Tax Associate, Property Tax Commercial

REPORTING TO: Ishika Vijaywargi (RC04811)

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Tax bill verification, payment administration.
- Refund processing, tracking and logging assessment notices and preparation of Property Tax Returns
- Uses reconciliation/quality control methods and reviews work of self and of peers
- Handles calls to Tax Jurisdictions and offshore/onshore staff.
- Complete tasks assigned by Management with a sense of urgency and confidentiality where needed.

ANNEXURE II

LIST OF DOCUMENTS TO BE SUBMITTED:

- Duly filed Employee Personal Profile, Reference, Health (Self) Declaration, Medical Insurance – Dependents Details Forms
- Date of Birth Proof (SSLC Marks Card or Birth Certificate)
- Copies of Degree Certificates
- Copy of Experience and Relieving Letter from last employer (if applicable)
- Identity Proof (copy of passport, Pan Card, Driving License)
- Permanent account number or proof of having applied for it
- Affidavit submitted by the employee stating that the documents furnished are true copies and the information therein is true to the best of his knowledge and no criminal proceedings are pending against him
- Form of Employee Acknowledgement

ANNEXURE III

REMUNERATION

Component	Amount INR (per annum)
Basic Salary	₹160,000.00
Other Components/FBP	₹220,800.00
Provident Fund (12% Basic Salary) *Company Contribution	₹19,200.00
Total Fixed Pay (TFP) (Including basic salary, other components/FBP, and Provident Fund)	₹400,000.00
Target Variable Pay (5.0%)	₹20,000.00
Total Target Cash (TTC) (Including TFP and variable pay)	₹420,000.00
Shift Allowance	₹42,000.00
Grand Total TTC & Shift Allowance	₹462,000.00

Deductions: Tax deduction at source (TDS), Provident Fund contribution, Employee State Insurance (ESI) Contribution (if any), professional tax payment, etc.

Additionally, this offer includes a one-time home office benefit of INR41000 minus usual deductions. The amount will be paid in conjunction with a regular end-of-month payroll, no later than forty-five (45) days after your start date. Should you voluntarily end your employment with Ryan or should Ryan terminate your employment for breach of any Ryan policy or for performance reasons prior to the completion of twelve (12) consecutive months of active employment from your start date, you agree to repay the one-time home office benefit in full. You agree that Ryan may withhold and deduct such amounts from your pay or any other amounts due to you, including but not limited to expense reimbursements, unless otherwise prohibited by law. After twelve (12) months of active employment, repayment of your one-time home office benefit will be waived in its entirety. The foregoing home office benefit is subject to the terms and conditions established under any applicable Firm Policies and, as such, may be amended from time to time in the Firm's sole and absolute discretion, and, if applicable subject to approval by the CEO.

Note:

- (1) For claiming tax benefits by the employee, documentary evidence may be asked by the employer/authority.
- (2) Any other employment benefits, such as provident fund, gratuity, etc., shall be per applicable law and Company policy.

I hereby accept the terms and conditions set out above and acknowledge that this Employment Letter Agreement contains all terms and conditions of my employment with Ryan India Tax Services Private Limited, and that no other terms, conditions, or representations other than those within this Employment Letter Agreement form part of this Agreement. Furthermore, I affirm that I have not been asked by the Company nor does the Company want me to disclose any information available to me at my current place of employment that is not in the public domain.

Date

Signature of Employee



Continued

CITCO

CITCO

June 21, 2023

Mavilla Naveen Kumar Chary
17-1-383//A/16/242/1, Nilam Rajashekar Reddy Nagar, Saidabad-500059 India

Dear **Mavilla**,

We are pleased to offer you employment with **Citco Group Services (India) LLP (the "Firm")**, operating through its Hyderabad branch, on the terms and conditions set out in the enclosed employment agreement.

Your proposed date of joining the Firm shall be **July 24, 2023** unless otherwise agreed with and communicated by the Firm in writing.

You will be employed by the Firm as **Analyst** in **Loan Operations** business or in such other position as the Firm may determine and notify to you from time to time.

Your grade as per the internal grading system will be **Grade 9**.

The terms and conditions of your employment with us as stated in this letter and appended agreement supersede any prior representations made either orally or in writing during any meetings with us.

We would like to take this opportunity to welcome you and wish you a long and successful career at Citco Group.

Please note that this offer of employment is subject to your successful completion of the conditions set out in Clause 1.3 of the Agreement. Failure to comply with the provisions; or failure to join on the Joining Date shall entitle the Firm to immediately rescind this offer without any further obligation on behalf of the Firm.

Please review and acknowledge your acceptance of this offer of employment within **5 days** of receiving this letter. If we do not receive an acceptance email within **5 days**, this offer of employment shall be deemed to be revoked.

Thanking you,
Citco Group Services (India) LLP
operating through its Hyderabad branch

DocuSigned by:

A&AC99128B7B48F...

Ashwin Mohanchandran

Authorised Signatory

DocuSigned by:

A&DAA022905249F...

Chris Collins

Authorised Signatory

CITCO GROUP SERVICES (INDIA) LLP

Hyderabad Branch
Salarpuria Knowledge City
Orwell Unit 2 & 3, Level 9
Inorbit Mall Road, Hitech City
Hyderabad 500081, India

T +91 40 4604 7304
E hyderabad@citco.com

Hyderabad Branch GST Registration Number:
36AANFC888DBI2B
Company Registration Number: AAN-3948
Registered Office: 2nd Floor, Survey N.72, Tower B
EKPL-SEZ, Phase II, Kharadi, Pune 411 014
Maharashtra, India

citco.com

EMPLOYMENT AGREEMENT

This Agreement is made and executed by and between Citco Group Services (India) LLP - a firm registered under the laws of India, with registered office **2nd Floor Survey No 72, Tower – B, EKIPL, Phase II (SEZ), Kharadi, Pune – 411014** referred to as the “Firm”, operating through its Hyderabad branch, and **Mavilla Naveen Kumar Chary** of legal age, and a resident of **17-1-383//A/16/242/1, Nilam Rajashekar Reddy Nagar, Saidabad-500059 India** hereinafter referred to as the “Employee”.

Firm and Employee shall hereinafter jointly be referred to as the “Parties” and severally as the “Party”.

WHEREAS

- A. The Firm is engaged in the business, *inter alia*, of fund administration (“Business”).
- B. Based on the representations of the Employee, including, but not limited to, academic education, background and work experience, the Firm desires to engage the Employee and the Employee desires employment with the Firm upon the terms and conditions contained in this Agreement.

The general terms and conditions as laid out in the Employment Agreement and as laid out in the Firm’s India Employee Handbook (“Employee Handbook”) together with the Firm’s Code of Conduct and all applicable regulations and policies of the Firm as amended from time to time or notified as such by the Firm, form the basis of your employment.

1. GENERAL TERMS AND CONDITIONS

- 1.1. **Place of Work:** The Employee will be initially based at the Firm’s office at **Hyderabad**.

The Firm may, at its sole discretion, second, depute, assign and/or transfer the Employee (or the Employee’s employment) to any other office of Firm in India or overseas or to any Affiliate of the Firm as it may deem appropriate. The Employee hereby consents to any such secondment, deputation, assignment and/or transfer by the Firm. In such case, the Employee shall also be bound by any policy of such other office or Affiliate, in existence at the date of this Agreement or that may be subsequently framed by the Firm or the Affiliate. The Employee may be required to make visits and travel both within India and overseas, as may be necessary for the proper discharge of his duties.

- 1.2. **Days and Hours of Work:** The Employee shall be assigned to report for work in any nine (9) hour work shift (inclusive of meal break of one hour) for 5 days a week. The applicable working days will be intimated by the Firm. However, based on business or operational requirements the Employee may have to work on additional day(s) of the week as intimated by the Firm. Except for flexible work arrangements allowed under the law, work rendered beyond these daily work hours shall be compensated as provided for by

applicable law.

- 1.3. **Background Checks:** The employment with the Firm is conditional and subject to the complete submission of all pre-employment requirements by the employee as stipulated in Appendix A. Failure to meet the pre-employment conditions before the Joining Date, unless extended by the Firm in its sole discretion, including successful passing of the background check, pre-employment medical exam if applicable shall be sufficient grounds to terminate this Agreement with immediate effect. The Firm may also, in accordance with applicable laws, require you to undergo drug/alcohol/substance test, upon failure of which, the Firm reserves the right to immediately terminate your employment. The Employee hereby consents to all background checks as may be deemed necessary by the Firm. The Firm reserves the right to use an outside agency to execute the same, in accordance with applicable laws.

The provision of this Clause, shall not be subject to the passage of time and the fact that either party has commenced performance of this contract (including the payment of wages) shall not be taken as a waiver of the above mentioned conditions and the Firm reserves the right to terminate your employment forthwith if the above conditions remain unsatisfied despite good faith attempts by the Firm to complete them.

- 1.4. **Probation Period:** The Employee will be on probation for a period **3 (three) months** from the Joining Date. The Firm may, at its sole discretion, extend the Probation Period by issuing a written notice for such extension for such period as the Firm deems appropriate. Upon completion of the Probation Period, the Firm will not be required to issue a separate letter confirming the Employee and the Employee shall be deemed confirmed in the absence of any written communication otherwise.

During the Probation Period, the Firm may choose to terminate the Agreement, which termination would be effective after **1 (one) month** from the date of the termination notice served to the Employee in this regard. Alternatively, the Firm may terminate the Employee's employment with immediate effect, upon giving the Employee 1 (one) month's salary in lieu of notice or pro-rated salary for the balance notice period in case the Employee has been required to work during the notice period. The Employee may resign during the Probation Period, which resignation would be effective after **1 (one) month** from the date of resignation; provided, the Firm may, at its sole discretion, permit the Employee to leave service during the notice period without any salary in lieu or pro-rated salary for the balance notice period. However, where the Employee without the express written approval of the Firm, fails to serve the entire notice period, the Firm shall be entitled to recover from the Employee including by way of deduction from the full and final settlement, compensation for the unserved notice period.

- 1.5. The Employee shall perform various duties and undertake various responsibilities in this respect, and devote their whole time and attention to the Business, to the best of their skills and abilities.
- 1.6. The Employee agrees, acknowledges and represents to the Firm that:

- 1.6.1. (i) he/she has been provided with a copy of this Agreement for review prior to signing it; (ii) that he/she has reviewed the Agreement and that he understands the terms, purposes and effects of this Agreement; (iii) he/she has signed the Agreement only after having had the opportunity to seek clarifications; (iv) he/she has been given a signed copy of this Agreement for his/her own records; (v) he/she has not been subjected to duress or undue influence of any kind to execute this Agreement and this Agreement will not impose an undue hardship upon him/her; (vi) he/she has executed this Agreement of his/her own free will and without relying upon any statements made by the Firm or any of its representatives, agents or employees; (vii) this Agreement is in all respects reasonable and necessary to protect the legitimate business interests of the Firm; (viii) he/she has all requisite power and authority, and does not require the consent of any third party to enter into this Agreement and grant the rights provided herein; (ix) the execution, delivery, and performance of this Agreement by him/her does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which he/she is a party or any judgment, order or decree to which he/she is subject; (x) he/she is not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other Person; and (xi) the services performed by him/her and all items and/or materials furnished by him/her in connection with or as a result of such services shall not infringe upon or violate the personal, civil or property rights, or the rights of privacy of, or constitute a libel, slander or unfair competition against or violate or infringe upon any common law right, copyright, trademark, trade name or patent or any other right of any person or entity;
- 1.6.2. he/she will not execute any instrument or grant or transfer any rights, titles and interests inconsistent with the terms and conditions of this Agreement; and
- 1.6.3. he/she is legally permitted to be employed in India.

1.7. Data Protection

- 1.7.1. The Firm obtains and processes employee personal data, including sensitive personal data/information as defined under the applicable data protection laws (collectively the “personal data”) for a variety of personnel administration and employee, work and general business management purposes in connection with your employment: for instance, to enable the Firm to observe or provide you with your rights, benefits, and entitlements as an employee and other employment conditions agreed upon (such as determining and paying salary, pension, annual leave, and any contractual benefits, to the extent that any of these apply to you). The Firm complies with all reasonable security practices and procedures prescribed under the applicable laws (as described in the Firm data security policy) in all its dealing with employee personal data.

- 1.7.2. The Firm may also, from time to time, disclose such personal data in connection with the above purposes to third parties that provide products or services to the Firm (such as financial services providers who administer employee benefits schemes and information technology systems support providers)

2. COMPENSATION AND BENEFITS

- 2.1. Employee will receive the remuneration as per the details set out below:

2.1.1. Total Fixed Pay (TFP): The Total Fixed Pay would be **INR 400,000**. The detailed break-up of the annual compensation offered to the Employee is outlined in Appendix B to this letter.

2.1.2. The Firm's annual salary review normally takes place in month of **January**. The date of such reviews is determined by the Firm in its sole discretion. The review of salaries does not mean that there is any entitlement to an increase in wages. The next salary review will be in **January 2024**.

2.1.3. The Employee may be paid a discretionary bonus of such amount (if any) as the Firm shall determine from time to time at its absolute discretion (without obligation) subject to your performance standards and provided that your eligibility to be considered for a bonus is always conditional upon you remaining in the Firm's employment and not having served or received notice of termination of employment on the date on or before which such bonus would become due for payment.

2.1.4. Annual Leave: The Employee will be entitled to annual leave in accordance with the Firm policy.

2.1.5. Benefits: The Employee shall be entitled to benefits as determined by the Firm in accordance with the Firm policy.

2.1.6. The Firm may withhold from any amounts payable under the Agreement such statutory deductions and withholding taxes as may be required in accordance with applicable legislation in force from time to time. Subject to existing laws, Employee consents to and acknowledges that the Firm has the right to deduct from his pay any sums that Employee owes the Firm, including but not restricted to any overpayments.

- 2.2. It is understood that the compensation details are personal and strictly confidential and employee agrees not to disclose his compensation details to anyone, internally or externally.

3. EVIDENCE OF RIGHT TO WORK, LICENCES, PERMISSIONS etc

This Contract is subject to the Employee obtaining and maintaining the necessary licenses, accreditations, certificates, work permit, visa, permission or registrations, ("the Permissions") that (a) the Employee is

required to possess by any relevant professional or regulatory body or statute, rule or regulation in order to perform their duties under this contract or (b) the Firm requires the Employee to possess. The Firm reserves the right to terminate the employment immediately without any requirement to give compensation to the extent not prohibited by law, should the Employee fail to obtain and maintain any such Permissions.

4. SEPARATION

- 4.1. Resignation by the Employee: Post the completion of the Probation Period, upon the Employee intimating the Firm, in writing, of his resignation from the employment of the Firm, such resignation would come into effect only after the Employee completes serving his notice period of **3 (three) months**. The Firm may, at its sole discretion, permit the Employee to leave during the notice period without deducting any salary in lieu or pro-rated salary for the balance notice period. However, where the Employee without the express written approval of the Firm, fails to serve the entire notice period, the Firm shall be entitled to recover from the Employee including by way of deduction from the full and final settlement, compensation for the unserved notice period. In relation to this clause, "**Termination Date**" means the date on which the notice period expires or the date on which the Employee is asked to discontinue service, whichever is earlier.
- 4.2. Termination by the Firm without cause: Post the completion of the Probation Period, the Firm may terminate this Agreement, with or without cause, upon written notice of termination to the Employee. The termination would be effective after **3 (three) months** from the date of such notice (hereinafter referred to as the "**Notice Period**"). Alternatively, the Firm may terminate the Agreement, upon giving the Employee **3 (three) months'** salary in lieu of the Notice Period or pro-rated salary for the balance Notice Period in case the Employee has been permitted to work during the Notice Period. In relation to this clause, "**Termination Date**" means the date on which the Notice Period expires or the date on which the Employee is asked to discontinue service, whichever is earlier.
- 4.3. Termination by the Firm for cause: Notwithstanding anything contained elsewhere in the Agreement and in addition to the causes provided in the applicable law, the following are sufficient causes for the Firm to terminate the employment with immediate effect:
- 4.3.1. Failure to meet the performance target and expectations set by the Firm or any other cases of unsatisfactory performance;
 - 4.3.2. Employee's failure to comply with the terms of this Employment Agreement;
 - 4.3.3. Employee's failure to comply with the Firm's Code of Conduct and other applicable procedures, rules, regulations and policies of the Firm;

- 4.3.4. fraudulent, dishonest or undisciplined conduct;
- 4.3.5. breach of integrity by Employee or lack of trust / confidence in Employee;
- 4.3.6. embezzlement, or misappropriation or misuse or causing damage to the Firm's property;
- 4.3.7. Employee's insolvency or conviction for any offence involving moral turpitude
- 4.3.8. irregularity in attendance, or his/her unauthorized or unapproved absence from the place of work for more than seven (7) consecutive working days,
- 4.3.9. the Employee conducting himself in a manner which is regarded by the Firm as prejudicial to its own interests or to the interests of its clients
- 4.3.10. gross, willful and persistent misconduct by the Employee involving the property, business or affairs of the Firm or the carrying out of your duties.
- 4.3.11. Any other ground on which the Firm would be entitled to terminate the Employee's employment without notice.

For termination of the Agreement by the Firm pursuant to this Clause 4.3, "**Termination Date**" means the date of termination of employment.

- 4.4. After notice to terminate employment has been given by the Firm or the Employee, the Firm may in its absolute discretion, for all or any part of the notice period (the "Garden Leave Period"):
- relieve the Employee of any of their duties;
 - assign the Employee reduced or alternative duties;
 - prohibit contact and/or dealings between the Employee and clients, customers and/or such employees of the Firm as the Firm may in its absolute discretion determine; and/or
 - exclude the Employee from any offices of the Firm.

Such action shall not constitute a breach of this Contract of employment nor shall the Employee have any claim against the Firm in respect of such action.

During the Garden Leave Period, the Employee shall, if required by the Firm, remain readily contactable and available for work. If so requested, the Employee shall report for work at such time and place as the Firm may require.

The Employee's obligations as an employee, including their duties of fidelity and confidentiality, will continue throughout the Garden Leave Period.

- 4.5. Termination upon Total Permanent Disability or Death of Employee: The Firm shall have a right to terminate the Agreement upon Employee's total permanent disability or death. In relation to this Clause 4.5, "**Termination Date**" means the date of permanent disability or death.
- 4.6. Following termination of the Employment Agreement, the Employee shall fully cooperate with the Firm in all matters relating to the winding up of pending work on behalf of the Firm and the orderly transfer of work to other employees of the Firm. The Employee agrees that all property, including, without limitation, all equipment, tangible proprietary information documents, records, reports, note, contracts, lists, computer disk (and other computer-generated files and data), papers, drawings, notes, manuals, specifications, design, devices, codes, emails, documents, diskettes and any other information stored on any material /medium whether containing confidential information and intellectual property of the Firm, or otherwise belonging to the Firm, keys, access cards, credit cards, identification cards and copies thereof, created on any medium and furnished to, obtained by, or prepared by the Employee in the course of or incident to the employment, belongs to the Firm and shall be returned promptly to the Firm upon termination of the employment.
- 4.7. If, during the Employee's employment under this Agreement, the Employee becomes indebted to the Firm for any reason, such as but not limited to unpaid credit or telephone card charges, misuse or misappropriation of the Firm's assets or any other amounts that may be due to the Firm, the Firm may, if it so elects, set off any sum due to the Firm from the Employee against the compensation payable to the Employee and collect any remaining balance from them.
- 4.8. If the employment of the Employee is terminated by reason of the liquidation of the Firm for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of the Firm or any other corporate action (including a transfer of establishment / unit / undertaking) and the Employee shall have been offered employment with the Firm succeeding to the Firm upon such event on terms no less favorable to the Employee than the terms in effect under this Agreement then the Employee shall have no legal or contractual claim against the Firm by reason of the termination of the employment.

5. SUSPENSION

The Firm reserves the right at any time during the employment to exclude the Employee from the premises of the Firm and require them not to attend work and/or not to undertake any or all of their duties, with or without pay, in accordance with applicable law ("Suspension Period").

During the Suspension Period, the Employee shall remain readily contactable by the Firm and, if so requested, the Employee shall report for work at such time and place as the Firm may require. The Employee's obligations, including your duties of fidelity and confidentiality will continue through the

Suspension Period.

6. RETIREMENT

The Employee must provide the Firm with proof of date of birth to be recorded with the Firm and this date will be considered as authentic for all purposes throughout their service. The Employee will automatically retire from service on attaining the age of 58. Upon retirement, the Employee shall not be entitled to any additional compensation/benefit except admissible under the statutes and/or as per the Firm policy.

7. RESTRICTIVE COVENANTS

- 7.1. Employee agrees to communicate to the Firm promptly and fully all discoveries, improvements, and inventions made or conceived by Employee (either solely or jointly with others) during his employment which are along the lines of the actual or anticipated business, work or inventions of the Firm or which result from or are suggested by any work Employee may do for the Firm; and such discoveries, improvements or inventions, whether or not they contain intellectual property rights capable of protection, shall be and at all times remain the sole and exclusive property of the Firm. The Employee hereby irrevocably, absolutely and perpetually assigns to the Firm worldwide rights in respect of all of the Employee's right, title, and interest, including IPRs, in respect of the Employee's Contribution, free from encumbrances of any kind for the full term of each and every such right, including renewal or extension of any such term. To the extent any assignment of the Employee's Contribution cannot be made to the Firm or its designees, at present, the Employee hereby irrevocably, absolutely and perpetually agrees to assign to Firm or its designees, all of the Employee's right, title and interest including IPRs therein or any part thereof. For the purposes of this clause:

"Employee's Contribution" means intellectual property or parts thereof, conceived, developed, or otherwise made by Employee, alone or jointly with others and in any way relating to the Firm's present or proposed products, programs or services or to tasks or projects assigned to Employee, or for the Firm's clients during the course of Employee's employment with the Firm, whether or not made during the Employee's regular working hours or whether or not made on the Firm's premises.

"Intellectual Property Rights" or **"IPRs"** include (i) all rights, title, and interest under any statute or under common law including patent rights; copyrights including moral rights; and any similar rights in respect of intellectual property, anywhere in the world, whether negotiable or not; (ii) any licenses, permissions and grants in connection therewith; (iii) applications for any of the foregoing and the right to apply for them in any part of the world; (iv) right to obtain and hold appropriate registrations in intellectual property and, (v) all extensions and renewals thereof (vi) causes of action in the past, present or future, related thereto

including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same.

- 7.2. In the course of the employment, the Employee may be handling confidential and sensitive information. The Employee shall not disclose any confidential information to any other party unless authorized in writing to do so by the immediate superior, violation of which shall result to immediate termination. All information related to the Firm, its services and clients are presumed confidential and sensitive information.
- 7.3. The prohibition to disclose confidential and sensitive information shall apply even after the severance of employer-employee relationship, violation of which shall entitle the Firm to liquidated damages in the amount of *INR 300,000* against the Employee. This amount may change as may be ascertained in court if found inequitable to either party.
- 7.4. The Employee shall declare any issues or conflict of interest immediately upon his discovery of the existence of such conflicts. Failure to declare such circumstances, or the Firm's discovery of the existence of such conflicts before the declaration, shall be sufficient ground for termination.
- 7.5. The Employee agrees to devote all working hours to the Firm and to refrain, during your employment with the Firm, from working for another employer or engaging in other business, whether within or outside of his/her working hours, without the prior written consent of the Firm.
- 7.6. Notwithstanding anything contained elsewhere in this Agreement, the Employee shall not: (a) canvass or solicit business from any person who was a client of the Firm, unless that person is already an existing client of his/her new employer prior to your assumption of employment; OR (b) employ or attempt to employ or engage in any discussion or negotiation or assist in the employment of any person who was employed by the Firm, at the date of the cessation of the Employee's employment or who was so employed at any time during the three (3) months preceding the Employee's employment with the Firm.

8. LEGAL CONSTRUCTION

- 8.1. All notices, requests and other communications hereunder must be in writing and will be deemed to have been duly given only if delivered personally or mailed (first class postage prepaid) or by electronic mail to the Parties at the following addresses:

If to the Firm:

Attention: Human Resources Department

Email: MyHR@Citco.com

If to the Employee:Attention: **Mavilla Naveen Kumar Chary**Address: **17-1-383//A/16/242/1, Nilam Rajashekar Reddy Nagar, Saidabad-500059 India**Email: **mnaveenchary17@gmail.com**

All such notices, requests and other communications will if delivered personally or by mail to the address as provided in this Clause, or if delivered by electronic mail to the email address as provided in this Clause, be deemed given upon delivery. The Firm and the Employee from time to time may change its address or other information for the purpose of notices to that Party by giving notice specifying such change to the other party hereto.

- 8.2. This Agreement contains the entire agreement between the parties, superseding in all respects any and all prior oral or written agreements or understandings pertaining to the employment of the Employee by the Firm and shall be amended or modified only by written instrument signed by both parties hereto. In case of any conflict between this Agreement and any other document (including the Employee Handbook, policies, rules etc.), this Agreement shall prevail.

However, any subsequent variations by the Firm to any terms, conditions, rules or regulations (including the terms set out in the Employee Handbook) will prevail and be applicable to the Employee.

- 8.3. This Agreement is personal in its nature and Employee shall not assign or transfer this Agreement or any rights, duties or obligations hereunder. The Employee acknowledges and agrees that the Firm may assign any of its rights under this Agreement to any person or entity.
- 8.4. The Employee represents and warrants that he will not execute any instrument or grant or transfer any rights, titles and interests inconsistent with the terms and conditions of this Agreement. The Employee further represents that such obligations and contractual arrangements that have a bearing on his employment with the Firm have been disclosed to the Firm.
- 8.5. Termination of this Agreement shall not affect the provisions set out in Clause 7 (*Restrictive Covenants*) and Clause 8.7 (*Governing Law and Jurisdiction*) of the Agreement.
- 8.6. If any of the terms and conditions stipulated in this Employment Agreement becomes or is held to be invalid, illegal or unenforceable in any respect under the law, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired.
- 8.7. Governing Law and Jurisdiction: This Agreement shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Agreement. The Parties irrevocably submit to the exclusive jurisdiction of any competent courts situated at Hyderabad and waive

any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

9. COUNTERPARTS AND ELECTRONIC SIGNATURES

9.1. This Agreement may be executed in one or more counterparts, each of which when executed shall be deemed to be an original instrument and all of which taken together shall constitute one and the same agreement. The parties acknowledge and agree that this Agreement may be executed by electronic signature. Each party agrees that the electronic signatures, whether digital or encrypted, of the parties included in this Agreement are intended to authenticate this writing and to have the same force and effect as manual signatures. Delivery of a copy of this Agreement or any other document contemplated hereby bearing an original or electronic signature by electronic mail in "portable document format" (".pdf") form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature.

Citco Group Services (India) LLP
operating through its Hyderabad branch

DocuSigned by:



ABAC90128B7B48E

Ashwin Mohanchandran

Authorised Signatory

DocuSigned by:



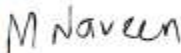
AFDA8092205849F...

Chris Collins

Authorised Signatory

Agreed and accepted:

DocuSigned by:



71868D0FBE7445E

Mavilla Naveen Kumar Chary

Date:

APPENDIX A

Pre employment checks would entail all of the below :

Documents to be submitted within 3 days of receipt of Offer Letter

- Passport / PAN Card copy (In case you do not have PAN, apply immediately and provide copy of PAN on or before date of joining)
- Aadhar Card (In case you do not have Aadhar, apply immediately and provide copy of Aadhar on or before date of joining)
- Address proof
- Education Documents – Supporting degree certificates/mark sheets for relevant education stated in resume (for 2 highest educational qualifications)
- Employment Documents – Relieving Letter /Service certificate (on company letterhead) with employee id/number - for last 5 years / last 3 employer documents

Please note only after you submit all these documents you will be on boarded, any delay in submitting your documents will impact your date of joining.

On the Date of Joining :

Documents to be submitted

- 2 passport size photos
- Relieving letter / service letter from the last employer/resignation acceptance/copy of full and final settlement
- Cancelled cheque - (To be considered for salary credit)
 - a) Account should be active
 - b) Name should be printed on the cancelled cheque

APPENDIX B

Compensation & Benefits

Name	Mavilla Naveen Kumar chary
Citco Business	Loan Operations
Designation	Analyst
Grade	9
Location	Hyderabad
Earning Details in Citco	Amount (INR/Annum)
Basic Salary	180,000
House Rent Allowance (HRA)	90,000
Supplementary Allowance	108,400
Employer Provident Fund	21,600
Total Fixed Pay	400,000

From the Supplementary Allowance component, you can select your own benefits as per your personal preference from the below mentioned components that will constitute your Basket of Benefits.

The components and their eligibilities under the Basket of Benefits are subject to change as per maximum permissible limits under the Income Tax Act.

Basket of Benefits	LTA
	Food Card
	Telephone Allowance
	National Pension Scheme (NPS)

You will be eligible for Gratuity as per the provisions of applicable law i.e. the Payment of Gratuity Act, 1972.

You will be eligible for Health Insurance benefits offered by the Firm as per policy.

Additional benefits may be provided as per Firm guidelines and employee handbook.

Yours sincerely,

Citco Group Services (India) LLP

operating through its Hyderabad branch

DocuSigned by:



ABAC99128B7B46E

Ashwin Mohanchandran

Authorised Signatory

DocuSigned by:



AFDA30222C5249E...

Chris Collins

Authorised Signatory

amazon | Development Centre
India

Mir Shahed Ullah
102189458

04-May-2023

Dear Mir Shahed,

Congratulations! Effective 11-May-2023, your services will be transferred to Amazon Development Centre (India) Private Limited, your team will be 1184-CS SDS Variable COGS - VAR in Hyderabad and your business title will be SDS Team Manager, level 4. And, your reporting manager will be Surendranath Gadiaram Janardhan. All other employment terms and conditions will remain same as per original appointment letter.

Effective 11-May-2023, your Annual Base Pay will be Rs. 1,020,000 per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. You will be eligible for annual Base Pay revision in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. All other compensation will remain unchanged.

Stock

In addition, subject to approval by the board of directors of Amazon.com, Inc., you will be granted a special off-cycle restricted stock unit award with respect to 37 shares of Amazon.com, Inc. common stock. This award will vest and convert into shares of common stock as follows:

Shares	Vesting Schedule
17	2023
20	2024

Your award will be documented by delivery to you, within the next few months, of a Restricted Stock Unit Award Agreement specifying the terms and conditions of the award. Please review and accept the award agreement posted to the Amazon Stock portal within 30 days of receipt. The Amazon Stock portal is available on the network at <https://www.amazonstock.com>.

If in the event that visa approval or other non-controllable delays (as determined by Amazon in its discretion) result in your internal transfer occurring in Amazon's next compensation year (on or after April 1), your compensation set out in this offer letter may be modified to reflect the adjusted position in that new compensation year in line with Amazon's usual local compensation model and review processes. Any such modification will be confirmed to you in writing.



Verity Knowledge Solutions Pvt. Ltd.
Office Floor 1, Building # 14
Raheja Mind space, Hitech City, Madhapur
Hyderabad – 500081

Tel: +91-40- 44608700;
Fax: +91-40- 44608799
Website: www.verity.co.in
Email: hr@verity.co.in

Verity Knowledge Solutions Pvt. Ltd.

PRIVATE & CONFIDENTIAL

17th January 2024

To,
Parasara Srinivasa Bhattar

Dear Srinivasa,

Following our recent discussions, we are pleased to offer you employment with Verity Knowledge Solutions Private Limited (“Verity” or the “Company”) under the following terms and conditions, subject to receipt of satisfactory responses to our reference enquiries and your pre-employment health screening.

The nature of the Company’s business demands that you are flexible with your approach to work to serve the best interests of our clients. Accordingly, you will be expected to undertake such other duties that may reasonably be allocated to you to take into account the changing needs of the Company’s business and your role within it. In this letter, the term “Verity” means any branch, subsidiary or affiliate of the Company.

1. Title & Reporting

Your title will be **Trainee in Infocenter Department**, and you will report to the Manager of the business or such other executive as may be nominated from time to time.

2. Place of Work

You will be based at the Company’s offices in Hyderabad. You may be required to work elsewhere within Verity if so required. If Verity should ask you to transfer to another country, India would be regarded as your home location and any such transfer would be subject to your agreement.

3. Date of Commencement

Contingent upon our receipt of satisfactory responses to our reference enquiries and your pre-employment screening, your employment will commence on **21st February 2024** or an alternate date mutually agreed by you and the Company.

4. Total Employment Cost

Your total employment cost is **Rs 5,40,000/-** per annum. (Attached annexure gives the break-up.) It is the policy of the Company that total employment cost is reviewed annually.

5. Probationary Period

There shall be a probationary period of 3 months from the date of commencement of the employment, during which your performance will be evaluated, and only upon satisfactory performance, your employment in Verity shall be confirmed. Should Verity determine, during this period, that you are, for any reason, unsuitable for the position, Verity may, either extend the probationary period for a duration which it

Verity Strictly Confidential

deems fit, or, in its absolute discretion may terminate this agreement with no liability whatsoever, by giving one week's notice.

6. Resignation, Notice Period & Termination of Employment

Resignation is a voluntary separation initiated by the employee. All employees are required to give notice in writing in accordance with their offer letter/employment contract.

Resignation by Employee:

For employees who have been in the Organisation for a tenure less than a year, 1 month notice period will be required to be served by the employee, in the event the employee wants to terminate his employment/resign from the Company.

For employees who have been in the Organisation for a tenure of 1 year and above, 3 months notice period will be required to be served by the employee, in the event the employee wants to terminate his/her employment/resign from the Company.

- a. The employee should ensure effective knowledge transfer during his/her notice period. This will be classified as a "mandatory period of notice" and shall be decided by his Line Manager based on timelines required for the effective operations of the Company. His date of relieving shall therefore be mutually agreed by him and his Line Manager based on business requirements.
- b. If an employee fails to serve the contractual notice, he/she shall be liable to pay the Company a compensation equal to the employee's gross salary for the period of notice required to be served by him/ her, as decided and approved by the Management. The payment of such compensation may be waived by the Head of the Business or Head of HR. For this purpose, a notice given by an employee shall be deemed to be proper only if he/she remains in duty during the period of notice. In the event any legal, regulatory, audit enquiry or suspension is pending against an Employee, the Company may not accept his resignation, pending such inquiry.

Termination by Verity:

For employees who have been in the Organisation for a tenure less than a year, shall be given 1 month notice or 1 month gross pay in lieu thereof

For employees who have been in the Organisation for a tenure of 1 year and above, shall be given 3 month's notice or 3 month's gross pay in lieu thereof

Under any given circumstances, where management has not approved the compensation to be paid in lieu of notice period and if the employee fails to serve the "Mandatory period of notice", management reserves the right to term the employee as terminated and further enquiries will be addressed accordingly against him/her

- c. Notwithstanding anything contained herein to the contrary; Verity shall have the right to terminate an employee employed prior to the announcement of his/her graduation/post-graduation examination results, if, he/she fails to qualify/attain the required pass percentage in such graduation/post-graduation examination. For the avoidance of doubt, such termination shall be without notice and with immediate effect.
- d. Verity may refuse to accept the resignation of an employee on the following grounds:
 - If disciplinary proceedings have been instituted against or are proposed to be instituted against the employee;
 - If the employee is under an obligation to serve Verity for a specified period which has not yet expired;
 - If the employee is put on PIP and the employee has signed the same;

The employee owes Verity any sums of money; or

Verity Strictly Confidential

For any other sufficient grounds to be recorded in writing and communicated to the employee.

7. Liquidated Damages

For candidates whose notice period is bought out by Verity

In the event of:

a) Yourself leaving, abandoning or resigning from the services of the Company

Or

b) Your services being terminated by the Company for non performance, breach of any of the terms & conditions of your service or for any other reason whatsoever, during a period of 12 (Twelve) months from the date of joining, you will be liable to pay back to the Company all the additional Expenses incurred by the Company on you including additional reasonable liquidated damages that may be caused to the business of the Company on account of your leaving the services of the Company due to 7 (a) or (b) above.

8. Duties and Hours of Work

The nature and demands of the off shoring industry are such that our clients and the market in which we operate determine employee working hours/shifts. There will be specific guidelines for individual functions/processes within the framework of the prevailing labour legislation. It is a condition of employment that an employee will work shifts if this is required. The minimum working hours for an employee per work week is 45 hours or depending on the business requirements.

9. Compliance Induction

To provide you with a better understanding of the Company's compliance policy, you will be invited to attend a Compliance Induction Training Session shortly after the commencement of your Employment.

10. Tax Payment

As to any remuneration provided to you by the Company, the Company will withhold any and all taxes and imposts required by law. You will be solely responsible for any applicable taxes and imposts as required by law.

11. Benefits

You are eligible for the benefits granted by the Company to its employee in India in accordance with the terms and conditions as set out in the Employee Handbook (as amended from time to time).

12. Holidays

You shall be entitled to holidays and sick leave in accordance with the Leave Policy of the Company as provided in the Employee Handbook.

13. External Employment, Appointments and Outside Interests

You will not be permitted to undertake business activities or other work where it is considered to be incompatible with the Company's interests. Although the Company has no desire to restrict your external activities unreasonably, it must protect its own interests and those of all its employees.

If you wish to take up part-time employment with another employer or pursue outside business interests whilst still remaining in the Company's employment, you must request permission in writing (giving full details) from the Line Manager or Human Resources Department. The request will be investigated and, following a discussion with you, your Line Manager and Compliance, you will be informed of the Company's decision in writing. In the event that permission is refused, the decision of the Company will be final.

The Company operates an approval procedure for any external appointment or outside interests. The Line Manager or Human Resources Department must be informed, in the first instance, if you require any such approval.

14. Employment and Personal Information

From time to time throughout the course of your employment with the Company (which includes all its subsidiaries in India), or its authorised agent/s, the Company may request from you the voluntary provision of data/information relating to you for the purposes of the Company's administration and management of its employees and its businesses and for compliance with applicable procedures, laws and regulations. These purposes include but are not limited to, manpower planning, provision of compensation, benefits, and payroll, performance appraisals, personnel appointment announcements inside and outside Verity, compensation and benefits or other personnel related surveys, government statistics or returns or any form of governmental data request for any reason, insurance requirements, reference checks by the Company or any other person, avoidance of existing or potential conflicts of interests, requirements of regulatory or governmental authorities located inside or outside India and review of employment decisions by the Company.

You are aware that if you choose not to provide the aforesaid data/information to the Company, or its authorised agent, you may be denied benefits, promotions, transfers and/or employment or continued employment as a result of your decision.

You further agree, consent to and authorize the Company to hold, process, disclose or transfer, in or outside of India, any data/information held by Verity relating to you to any member of Verity, any internal or external consultants, professional or other advisers of Verity, any compensation or benefits or any other third party service providers or agents, providing services for or at the request of Verity, any regulatory or governmental authorities or authorized bodies having jurisdiction over Verity, any persons or bodies where the Company is required to do so by law or where the interests of Verity or public interest require disclosure, any actual or proposed assignee or successor of any part of Verity, or any person with your express or implied consent and any other person to achieve the aforementioned purposes.

15. Non-solicitation of Customers/Staff and Non-Compete

During the twelve months following termination of your employment with the Company, you shall not, directly or indirectly, either on your own account or in conjunction with any person or legal entity, recruit, solicit, induce, interfere with, or attempt to recruit, solicit, induce or endeavour to entice away from the Company:

Any person, firm or company for whom or which the Company (including its subsidiaries) either performed or actively solicited work or business during the period of 12 months prior to the date of the termination of your employment with the Company and with whom or which you have had dealings during the course of your employment,

Or

Any person who is employed by the Company at the time of termination of your employment and with whom you have had contact or supervised during the course of your employment.

- a. You agree to indemnify the Company for any damages incurred or suffered as a result of your breach thereof.

- b. You agree that at no time during the term of your employment with the Company will you engage in any business activity which is competitive with the Company or any of its partners.

For a period of one (1) year immediately following the termination of your employment, You will not, for yourself or on behalf of any other person or business enterprise, engage in any business activity which competes with the Company in which you were employed or any of its partners.

16. Confidentiality, Intellectual Property and Inventions

The operations of the Company involve almost all employees having knowledge of or access to the Company's commercially sensitive or secret information. You must always maintain highest degree of secrecy and keep confidential the records, documents and any such information relating to the business of the Company, which may be known to you or confided in you by any means in course of your employment with the Company. It is the responsibility and obligation of all employees to maintain the highest professional standards to ensure that this information is properly and professionally handled to protect the Company's commercial interests and to ensure compliance with regulatory and legal requirements. Failure to follow these principles will jeopardise the Company's reputation and business.

In addition to and without altering the legal obligations you already have to keep information confidential, you undertake (except for the purpose of properly performing your duties for the Company or unless required to do so by law or any regulatory or investigative authority or unless authorised to do so by your line manager or senior officer) either during the course of your employment or after it has ended, whether deliberately or otherwise, not to disclose or communicate any information that is confidential or belongs to the Company.

You should assume that all information that is made available to you in the course of your employment with the Company that is not already obviously in public knowledge is confidential.

Confidential information must not be used to trade on your own account or for trading by other persons such as family and friends. If you use information in this way you may be subject to criminal penalties and you are likely to be barred from further employment in the securities or futures industry.

Before the end of your employment with the Company you must return to the Company all confidential information without retaining it in any form. All other documents, data, manuals, security keys and other items that are the Company's property and in your possession or under your control, should also be returned at this time.

All intellectual property developed or created by you or with your assistance during your employment with the Company or at any time thereafter, unless otherwise agreed by the Parties, in the context of the business of Verity or related activities are the property of Verity and such rights or interest in any such property or information, if any, that you may have are prescribed by the law.

You agree that you will at the request and expense of the Company:

- a. Give and supply all such information and assistance that may be reasonably necessary to enable the Company to use this intellectual property to its best advantage; and
- b. Execute all documents that may be necessary or desirable for obtaining patent or any other Intellectual Property Rights, or other appropriate protection for this intellectual property in such parts of the world as may be specified by the Company.

You should be aware that you may not for any purpose whatsoever use any such intellectual property in any way other than in the direct interest of the Company unless you obtain proper written permission from the

Company.

In this letter “intellectual property” includes but is not limited to patents, patent applications, trade names, trademarks, service marks, copyright, design rights, inventions, improvements to procedures, innovations, trade secrets, writings and other confidential information. Any breach of the responsibilities and obligation set out in this letter may constitute misconduct and may result in summary dismissal.

17. Laws to be applied

The terms of this employment contract are exclusively based on and subject to Indian laws. Any legal disputes arising from this employment contract will be settled in conformity with Laws of India and shall be subject to the exclusive jurisdiction of the Courts in Hyderabad/Secunderabad/Rangareddy.

18. Company Regulations

You shall faithfully perform the duties assigned to you by the Company and shall fully comply with all the Company’s rules, regulations and such other practices, systems, procedures which shall be communicated to you and which may be framed, amended, modified or omitted by the Company from time to time.

19. You will also be governed by the statutory laws enacted by the Central or State Government or local authorities, as may be applicable to you from time to time.

20. Severability

If any term or provision in this contract shall be held to be unenforceable, in whole or in part, such term or provision shall to that extent be deemed not to form part of this letter but the validity and enforceability of the remainder of this contract shall not be affected.

The Company's Employee Handbook forms an integral part of the terms and conditions of this contract. You hereby acknowledge that the contents of the Employee Handbook are subject to any future changes at the discretion of the Company.

By signing this letter, you confirm that you have no criminal convictions and are not the subject of any investigation that may lead to a criminal conviction in India or elsewhere (other than for summary motoring offences). Furthermore, you have not been reprimanded or otherwise disciplined nor are currently being investigated by any regulatory or professional body in India and elsewhere. Any failure to disclose such matters may give rise to grounds for instant dismissal.

Kindly signify your acceptance of our offer of employment on the terms set out above by signing below and returning a copy of this letter to Verity Knowledge Solutions Private Limited, Hyderabad, India within seven days of the date of this letter, failing which this offer of employment will lapse.

We look forward to welcoming you to Verity and wish you a successful career with the Company.

Yours sincerely,

For Verity Knowledge Solutions Private Limited

Sirisha
Dasari

Digitally signed
by Sirisha Dasari
Date: 2024.01.17
15:04:06 +05'30'

Sirisha Dasari
Chief Operating Officer

Received and accepted

Name :

Signature :

Date:

Annexure: Total Employment Cost

Details	Figures in INR
Basic	1,20,000
House Rent Allowances	48,000
Conveyance	19,200
Special Allowance	75,086
Statutory Bonus	12,000
Provident Fund	25,714
Fixed Salary	3,00,000
Gratuity	5,000
Internet Allowance	9,000
One-time relocation assistance	20,000
Night Shift Allowance	60,000
Additional Benefits	1,46,000
CTC	5,40,000

1. Gratuity:

You will be entitled for gratuity as per the Gratuity Act.

2. Subsidized meals & Transportation Facility:

You will be eligible for subsidized meals and transportation facility as per the Company policy.

3. Insurance Benefits:

You will be eligible for medical Insurance and Life Insurance cover as per the Company policy.

For Verity Knowledge Solutions Private Limited

Sirisha Digitally signed
by Sirisha Dasari
Dasari Date: 2024.01.17
15:03:45 +05'30'

Sirisha Dasari
Chief Operating Officer

Received and accepted

Name :

Signature :

Date:

Verity Strictly Confidential



15/11/2023

Dear Pilli Sridhar,

We are pleased to forward our offer and would like to formally welcome you to join the growing family of **Centuria Global Tax Services Pvt Ltd.**

Your date of commencement of employment will be on 15th November, 2023; you will be on training for duration of 1 month.

You will be under probation for first 6(Six) months. At the end of 6(six) months, performance will be reviewed for confirmation.

We welcome you and are delighted that you have chosen to be part of our team.

We are pleased to offer you a position of Tax Analyst. Your gross annual salary on the basis of Cost to the Company will be Rs.1.80 Lakhs (One Lakh Eighty Thousand only) per annum, all inclusive.

We hope your association with us will be mutually beneficial, pleasant and fulfilling.

Sincerely,



B. Harish Reddy

Managing Director.

Centuria Global Tax Services Pvt Ltd.

Our Ref: C2110286

Personal & Confidential

Date: Sunday, 17 September 2023

Offer of Employment

Dear Rv Chetan Sharma (Chetan),

With reference to your application we are pleased to offer you as **HR Operations Specialist (Band A)** in our organization on a **Temporary** basis on the following terms and conditions:

Total Compensation: INR 280,002/- per annum.

Employment Type:Temporary (Fixed Term)

Start Date: on Tuesday, 19 September 2023

Place of work: Hyderabad, Madhapur

Address:Plot No.11, Software Units Layout, Infocity, Madhapur, Hyderabad, Telangana

This appointment is for a period of about **12Months** from date of joining and your employment with us would automatically cease on 18 September 2024

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please contact your recruiter..

Please indicate the acceptance of the offer by 18 September 2023.

We will initiate the pre on-boarding processes and provide you any additional requirements for on-boarding separately..

Compensation structure of **Rv Chetan Sharma (Chetan),HR Operations Specialist (Band A)**

Monthly components and amounts

Basic Pay = INR ₹12,600.00/- per month

H.R.A = INR ₹6,015.00/- per month

Advance Bonus* = INR ₹2,800.00/- per month

E S I=INR ₹0.00/- per month

Bouquet of Benefits* = INR ₹406.42/- per month

Gross Monthly Salary = INR 21,821/- per month

Company's contribution to PF(12% of Basic)= INR ₹1,512.00/- per month

Cost to Company = INR 280,002/- per annum**

*** Advance bonus is an advance payment towards statutory bonus payable under Payment of Bonus Act. At the end of the relevant FY once the bonus is declared by the company the pay-out will be adjusted towards Statutory bonus payable**

**** The company reserves the right to alter the salary structure and make changes in the overall CTC to accommodate any changes in the regulatory provisions or company policies.**

Sign On Bonus: Joining bonus will be paid as per schedule below and this shall be taxable as per the IT Rules. This amount shall be recovered in the event of your leaving the organization before the agreed period mentioned below.

Your sign on bonus schedule as below:

Sign On Bonus1: INR ₹20,000.00/-due on 31/03/2024

Recovery End Date: 18/09/2024

For Cyient Ltd

Talent Acquisition Team

Note: This is a system generated letter hence no signature is required.

Internal Reference: JR-045318

List of documents to be carried for on-boarding formalities:

Please submit the below mentioned documents for verification on your date of joining.

- Previous Service Credentials(As applicable)
- Relieving Letter/Resignation Acceptance Letter
- Fitness certificate obtained from a registered medical practitioner
- Universal Account Number (UAN)

You are required to submit UAN from the Employee Provident Fund Organization (EPFO).

If you are not having UAN, you may generate the UAN through EPFO Portal.

Refer UAN generation process link, provided in the joining formalities form.

Other Details: Reporting Date & Time: Tuesday, 19 September 2023 & 9 AM

Venue: Hyderabad, Madhapur

Contact Person: Phani Kumar Daivam / Prathibha Kumari

Email ID: HR.Operations@cyient.com

Terms & Conditions

1. Compensation

As detailed in the above page.

2. Term

This Offer Letter shall be valid and binding between you and the Company from the date of execution hereof, unless terminated in accordance with the provisions of this Offer letter.

3. Probation

You will be on probation for a period of hundred and eighty (180) calendar days from the effective start date of your

employment with the company. Company up on its sole discretion, at any time may extend the probation for an additional period of ninety (90) calendar days with appropriate notification to you. In case, if the probation period is already mentioned above, please ignore the condition (3) in T&C. Please note that this probation clause is applicable for Band G and below associates only.

4. Acceptance of Employment.

Your designation and title information are descriptive and not intended to limit your duties or functions or guarantee you a certain job. Your duties and functions may be modified at the discretion of the Company from time to time. You hereby accept such employment, to the exclusion of all other employments and engagements, on the terms, conditions and stipulations contained herein.

5. Transfer & Deputation

Your services can be transferred to other departments, locations, subsidiaries, sister companies or deputed to any client's site, within or outside India based on the requirements of the organization or exigencies of work from time to time. Disobedience of such orders of the Company will be construed as misconduct and may lead to punitive action.

6. Compliance with the Company's Policy and Procedures

You understand, agree, acknowledge and undertake that you will be subject to, and you agree to comply with, all applicable Company's policies and procedures, whether in existence or as may be formulated, revised and amended from time to time.

7. Applicability of changes in the general terms and conditions of employment and policies made by the company subsequently

Company reserves the right to amend certain terms and conditions of employment and /or policies from time to time to cope with the changing business needs and environment which shall be communicated appropriately. Unless given specific exemption, you shall be bound by these amended terms and conditions automatically.

8. Exclusivity / Undertaking by the Employee

You will perform and discharge all duties and functions assigned by the Company in a faithful, competent and professional manner. You undertake to refer to the Company, and to the best of your abilities, ensure a mandate to the Company for all business opportunities known to you or made known to you at any time, with respect to the Business being carried on or proposed to be carried on by the Company.

9. Disclosure of the Employee

You shall immediately make full and true disclosure in writing to the Company of:

9.1. any direct or indirect interest or benefit you have derived or are likely to derive through or in connection with any contractual arrangements, dealings, transactions or affairs of the Company and/or any transactions which are likely to be detrimental to the Company;

9.2. any and all business interests that are similar to or in conflict with the Business;

9.3. any intellectual property developed, created or owned by you and proposed to be used by you during the course of your employment with the Company; and

9.4. any outstanding payment such as royalty or fees or any other benefit due to you for any intellectual property mentioned in Clause 9.3..

10. Representation and Warranties of the Employee

10.1. You represent that to the best of your knowledge, you have no commitments to former employers or other entities

which would restrict you from joining the Company. You represent and warrant that you have not taken or otherwise misappropriated and do not have in your possession or control any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers. You represent and warrant that you have returned to all prior employers any and all such confidential and proprietary information and shall not use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with your employment with the Company. You shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 10.

10.2. You have furnished to the Company the documents of qualification and have made various other representations based on which the Company has employed you. You represent that all

documents furnished to the Company and all facts disclosed are true and accurate. You further represent that in addition to the disclosures made by you pursuant to Clause 9 herein above, you have disclosed all material and relevant information which may either affect your employment with the Company currently or in the future or may be in conflict with the terms of your employment with the Company, either directly or indirectly.

10.3 You represent and warrant that if it is found subsequent to your appointment that any information that you submitted is inaccurate or incomplete or that you have wilfully suppressed material information, you shall be deemed to have committed a fraud on the Company and the Company reserves the right to terminate your appointment forthwith, notwithstanding anything to the contrary, and without prejudice to any other remedy available to the Company.

10.4. You represent that the execution and delivery of this Offer Letter by you and promises, covenants or undertakings given by you under this Offer Letter do not violate any law, rule, regulation or order applicable to you or violate or contravene the provisions of or constitute a default under any documents, contracts, agreements or any other instruments to which you are a party or which is applicable to you or which relates to your prior engagements or prior employers.

11. Contact information

You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your employment. Any communication sent to the last informed address is deemed as served.

12. Working Hours

Company reserves the right to run the shifts, change the shift timings, fix the criteria to attend in shifts within the applicable laws based on its business needs and all its employees are bound by it..

13. Leave & Holidays

You shall be entitled to annual leave with pay and medical leave in accordance with applicable laws. General Holidays will be declared at the beginning of the Calendar year and are a benefit for all full-time employees. You may be called upon to attend duties as and when required on holidays, as may be scheduled in accordance with the needs of the Company

14. Voluntary Abandonment

You agree that all/any unplanned/unauthorized leave for 5 (five) or more consecutive working days without prior intimation will be deemed as "Abandonment of Services" (unless such unplanned leave, is for the reasons of medical emergency which shall be substantiated with valid documentary proof within 7 (seven) days from the date of such absence) and you shall not be entitled to any monetary and non-monetary benefits as was applicable to you. This provision shall also be applicable to all/any such unplanned/unauthorized leave during your serving the notice period, if any. You shall also be not entitled to any monetary and non-monetary benefits, in case of your resignation and you do not serve the agreed notice period as directed by the Company.

15. Medical Examination

The company reserves its right to have you undergo medical examination from time to time. The appointment, shall at all times, be subject to a doctor, certifying you to be fit to carry out your duties.

16. Dress Code

You are required to be dressed in Business Formals on Weekdays and Business Informal is permitted on Friday.

Gentlemen: To be dressed in full/half sleeved shirt, Full Trousers and Leather Shoes (Black or Brown)

Ladies : Sarees / Salwar Kameez / Business Suits.

17. Performance Review

You shall receive periodic performance reviews/evaluations at the discretion of the Company.

18. Compensation Reviews

Compensation reviews shall be purely based on individual's profile, contributions, competencies, role, potential to shoulder higher responsibilities and internal & external environment.

Compensation reviews are highly personal and confidential and hence, revealing or eliciting compensation details is considered as impropriety and may lead to punitive action.

19. Financial or Nonfinancial reviews

Financial or non-financial reviews like payment of ex-gratia, incentive, variable pay etc shall not be considered for the employees who tender their resignation and serving the notice period.

20. Associate's Non-Disclosure agreement

You will need to keep all information pertaining to Cyient and its subsidiaries, customers and all stakeholders confidential. Please execute the Non-Disclosure Agreement as stipulated by the company at the time of joining.

21. Travel

You may be required to undertake travel on Company's work and you will be paid travel expenses as per the prevailing travel policy in the company.

22. Overseas Service Agreement

As the company will be spending substantial amount of time and money for your deputation / secondment abroad for training/familiarization program / onsite implementation, you are required to execute a service agreement depending on the duration of the stay abroad. This service agreement is applicable only for associates up to and including Band C. (This agreement will, inter alia, requires (i) your commitment to complete the Project, and (ii) your returning to India after completion of the Project and serving the Company for a stipulated period).

23. Termination and Consequences thereof

Notwithstanding anything contained in Clause 1 herein above:

23.1 The Company shall have the right to terminate your employment at any time without assigning any reason upon prior notice to you or by making payment (basic salary) in lieu of notice.

23.2 You shall have the right to terminate your employment at any time without assigning any reason by giving 30 days prior notice in writing to the Company. However, with the prior intimation by the company the notice period may vary depending on the project where you are deputed. In either case, the Company shall have the right to relieve you of your duties during the said notice period by making payment (basic salary) for shortfall of notice.

23.3 The Company may terminate your employment immediately (without the requirement of any notice) if you:

- i. have engaged in misconduct in performing your responsibilities or have neglected or refused to perform and/or discharge your obligations, duties and responsibilities entrusted from time to time;
- ii. commit any act or omission, whether in the course of, or in connection with, your employment or otherwise, that is illegal or contrary to any regulatory requirement or restriction applicable to the Company's or affiliate's business, or which the Company determines is detrimental to its business or is otherwise sufficient cause to terminate your employment;
- iii. are in violation of the Company's policies, rules and regulations as applicable from time to time;
- iv. have wilfully or intentionally acted in any way, with the intent to harm the Company, that has a direct, substantial and material adverse effect on the business or reputation of the Company;

- v. are restricted in any manner (regardless of the extent, context, and validity of such restrictions) from conducting or engaging in the business of the Company by any court of competent jurisdiction;
- vi. provide any inaccurate representations or commit a material breach of any of the provisions of this Offer Letter;
- vii. failed to remedy any breach notified by the Company; or
- viii. otherwise act in a manner that is damaging to the Company's reputation.

23.4 In the event your employment is terminated by the Company for any other reason, or you terminate your employment in breach of the terms of your employment, without prejudice to any other right or remedy available to the Company under law and/or equity, the Company shall not be liable to pay any salary or any other amount to you which shall stand forfeited with immediate effect. In such an event you shall also be deemed to have unconditionally and irrevocably waived any salary or any other amount payable to and you shall not be entitled to claim damages, injunction or other reliefs or compensation for termination of this Offer Letter.

23.5 Upon termination of this Offer Letter:

23.5.1 Please adhere to the requirements of the exit process in terms of settling all claims. You will also need to surrender all the tangible assets of the Company, including the data and information both in soft and hard copies which are in your possession by virtue of your employment before separation from the Company

23.5.2 You shall extend requisite co-operation to the Company and/or its affiliates to ensure smooth transition of your duties and responsibilities to such person as may be nominated/appointed by the Company and/or affiliates.

23.6 After the termination of your employment with the Company and/or its affiliates, you shall not at any time:

23.6.1 make any untrue or misleading statements in relation to the Company and/or its affiliates;

23.6.2 make any statement to any person which may, or is likely to, adversely affect the business or reputation of the Company; represent yourself as being directly or indirectly associated with or interested in the business of the Company and/or its affiliates;

24. Non - Disparagement.

You agree that during the employment and upon termination of your services, you shall not disparage the Company, its officers or employees (including but not limited to any related or associated entity or client and their officers and employees).

25. Intellectual Property Rights.

You agree that during the employment and upon termination of your services, you shall not disparage the Company, its officers or employees (including but not limited to any related or associated entity or client and their officers and employees).

25.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, registered or not, arising or created as a result of the development of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether

during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, documentation, or other material which you conceive, discover or create during or in

consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

25.2 You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any

termination or expiration of your employment or these terms of your employment. Company shall be entitled to immediate injunctive relief or claim damages (liquidated or un-liquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon potential or actual breach of this Section by you. Company's right under this clause is not withstanding any other right

available to the Company under these terms of your employment or otherwise.

26. Confidential Information

You agree that during the employment and upon termination of your services, you shall not disparage the Company, its officers or employees (including but not limited to any related or associated entity or client and their officers and employees).

26.1 Confidential Information ('Confidential Information') means any proprietary or information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates and their employees, contractors and/or clients behalf) designs, business information or plans, inventions, supplier data, business strategies, trade secrets or knowhow, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, vendor or customer lists, inventions, processes, formulas, technology, drawings, engineering plans, sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly

available.

26.2 Up on finding an employment you shall reveal the name of the future employer and role that you have been shortlisted or offered

26.3 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. At any time during the term of your employment, you agree to execute nondisclosure or similar agreements required by the Company and its affiliates and their employees, contractors and/or clients with respect to such Confidential Information.

26.4 You agree that during the term of your employment and thereafter, you shall:

26.4.1 hold the Confidential Information in the strictest confidence;

26.4.2 not disclose or utilize or attempt to disclose or utilize, the Confidential Information, except as permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you;

26.4.3 not disclose or divulge the Confidential Information to or for the benefit any person or entity without the prior authorization of the Company;

26.4.4 give immediate information to Company of any actual or attempted unauthorized disclosure or use of the Confidential Information; and

26.4.5 return the Confidential Information, including any copies, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these terms of your employment.

26.5 It is understood and agreed by you that breach of your obligations of confidentiality contained in this Offer Letter may cause the Company irreparable loss. Accordingly, and in addition to any other remedy the Company may have at law or equity, the Company shall be entitled to seek injunctive relief against you, to prevent any further or continuing breach of your obligations or additional damage to the Company in the event such loss is in fact incurred by the Company as a result of the breach or is imminent.

27. Non-Solicitation and Non-Competition.

You covenant that you shall not do or indulge in any of the following, without the prior written consent of the Company:

27.1 During the term of your employment and for a period of three years immediately following the termination of your employment with the Company for any reason whether with or without cause, you shall not accept any offer of employment/ contract from any Company's supplier, customer or customer's end user (in case of any consulting/ placement organisation) with which you may have employment. Whether such employment is on a part time, full time, independent contractor or any other basis.

27.2 During the term of your employment with the Company, and for a period of three years immediately following the termination of your employment with the Company for any reason, with or without cause, you shall not either directly or indirectly solicit, induce, recruit or encourage any of the Company's employees or consultants to terminate their employment with the Company, or attempt to indirectly solicit, induce, recruit or encourage or take away employees or

consultants of the Company, either for yourself or for any other person or entity.

27.3 During the term of your employment with the Company and at any time following the termination of your employment for any reason, with or without cause, you shall not use any Confidential Information of the Company to attempt to negatively influence any of the Company's clients or customers from purchasing Company products or services or to solicit or influence or attempt to influence any client, customer or any other person either directly or indirectly, to direct his/her or its purchase of products and/or services to any person, firm, corporation, institution or other entity in competition with the business of the Company.

28. Retirement

Your retirement age from employment will be 60 years. The last working day would be the last date of the month in which you turn 60.

29. Back Ground Verification

Notwithstanding your obligation to provide accurate information/records about yourself to the Company, the Company reserves the right at any time to make such inquiries as it deems fit, including but not limited to inquiries for the purpose of ascertaining the accuracy of any information/records you have given to the Company, and to verify whether you have a criminal record or a record of any indiscipline or misconduct with previous employer/s. If such verification proves data inaccuracy, forgery, criminal record, termination based on indiscipline/misconduct and/or non-satisfactory performance you agree to forfeit all monetary and non-monetary benefits as was applicable/accrued. By signing this letter, you shall be deemed to have agreed to conduct the 'background check verification' and to have waived your right to lodge any claim or action against the Company, including but not limited to any claim related to invasion of privacy.

30. Registration with NSR

It is mandatory that you need to register yourself with National Skill Registry (NSR) site of NASSCOM within one month from joining us unless you are already a member of NSR.

31. Jurisdiction

The appropriate Courts situated in Ranga Reddy District, Telangana shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

ACCEPTANCE: I have read and fully understood the above terms and conditions and I accept the same without any reservations.

Date:

Signature:

Place:

Signature: Deepthi Talluri
Deepthi Talluri (Sep 17, 2023 23:21 GMT+5.5)

Email: deepthi.talluri@cyient.com

Signature:

Email:



KPMG Global Delivery Centre Private Limited

RMZ Ecoworld,
6th Floor, Campus 7,
Devarabeesanahalli, Outer Ring Road,
Bengaluru - 560 103, India

Telephone: +91 80 6132 6100

09 June 2023

Sankuri Akhil

**SSD Deluxe Hostel, Golden Mille Road, Kokapet, Rangareddy,
Hyderabad-500075**

Dear Sankuri,

On behalf of **KPMG Global Delivery Center Private Limited** (the 'Company'/ 'Firm'/ 'Employer'), I am pleased to offer you the position of **Associate 1** in **Audit** with the Company. You will be reporting to **Kishore Pigilam** or such other person as authorized by the Company.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **04 September 2023**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the 'Probation Period') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('Company Policy'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the 'Confirmation Letter'). The Company may at its discretion, extend the probationary period for a further period if the situation demands. Until such Confirmation Letter is issued, you are deemed to be on probation.

Provisional Offer

The offer is conditional upon you being eligible to work in India. It will be your responsibility to ensure that you continue to be eligible to work in India during the course of your employment. This offer is subject to the successful completion of the academic course which you are currently pursuing..

The offer also is subject to your completion of, to the Company's satisfaction, comprehensive background screening procedures, including without limitation, education, employment, residence, identity and other verifications; criminal records and civil database checks; and various compliance authority checks. You agree to provide to the Company and/or any background screening service provider of the Company all information necessary to conduct such background screening procedures within 5 days, and hereby represents and warrants that such information provided is and will be accurate and complete. You further consent to the collection, storage and independent verification of the information provided to the Company and/or any background screening service provider of the Company by the Employee for such

© 2022 KPMG Global Delivery Center Private Limited, a company incorporated under the laws of India and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited ("KPMG International"), a private English company limited by guarantee. All rights reserved. The KPMG name and logo are registered trademarks or trademarks of KPMG International..

Registered Office:
RMZ Ecoworld
Campus 7, Floor 6, Devarabeesanahalli
Outer Ring Road, Bangalore 560103,
Karnataka , India

CIN U74110KA2003PTC031646



employment purposes in terms of Clause 12 of this Agreement.

In the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed by you, the same shall constitute breach of discipline and your services will be liable to be terminated with immediate effect without notice and with no liability to make any further payment to you.

The terms and conditions of your employment with the Company shall be as follows:

1. Your General Duties

- 1.1. Your immediate Performance Manager will communicate the details of your role and work responsibilities in the initial weeks of joining the Company. During your employment, the Company may require you to work on any project that you are assigned to, or any technical platforms/ skills and nature of the project, in differentiated work timings, at designated workspace and location as may be decided by the Company.
- 1.2. In addition to the roles and work responsibilities, you hereby undertake to, at all times:
 - a. Comply with Independence and Risk Policies applicable to personnel in all functions. The joining pack and welcome mail from your Human Resources Manager will provide you with all the information you need as a new joiner to be independent in your personal financial relationships. The Company's independence and risk policies apply to personnel in all functions irrespective of the entity to which you belong to. Additional restrictions apply to partners and directors as per local regulations. You are requested to familiarize yourself with the Company's independence and other risk policies on joining and complete the related procedures within the timelines set out for each. In the event you do not comply with our independence and risk policies and procedures, you may be subject to disciplinary action including financial penalties including termination of your employment under Clause 11 below. Please refer to Annexure 3 for further details.
 - b. Comply with Prevention of Insider Trading policy- you shall not, without prior written permission of the Company, purchase, sell or deal in, at any time either during your employment with the Company or thereafter, any securities issued by any past, present or prospective customer/client of the Company in respect of which you have obtained privileged information by virtue of or in connection with your employment with the Company.
 - c. Comply with the Company's policies at all times and to abide by the provisions of the policies as amended from time to time. Any non-compliance or breach will be subject to disciplinary action pursuant to Clause 11 below. The terms of the Company's policies shall form part and parcel of this Agreement.



- d. Comply with Social Media Policy: You shall ensure compliance with the Social Media policy of the Company as amended from time to time. Additionally, it is important that you use only the correct legal name of the entity with which you are employed on all the social media platforms. Any non-compliance of the Social Media policy of the Company, including any direct or indirect reference to an entity name, other than the name of your employer at the relevant time, shall be construed as a misconduct in terms of the Company's policies and shall be subject to the Company's disciplinary process.
- e. Disclosure and Personal Conflicts: In addition to your obligations under the Company's policies, you shall ensure that there is no personal conflict in performance of your duties, and you shall promptly notify the Company in case you perceive any personal conflict while discharging any of your duties. Further, you shall ensure that you comply with all Company's policies at all times in this regard. 'Personal Conflict' shall mean where an employee has a personal connection with the client/target/sub-contractor/vendor/supplier, etc., which may interfere, or may be perceived to interfere, with their ability to remain objective/independent, or where they are personally in possession or have access to confidential information relating to any party or transaction and which can be used to gain any undue advantage or benefit in respect of which the employee is involved or likely to be involved for provision of services. Any non-compliance of this clause shall be construed as a misconduct and shall be subject to the Company's disciplinary process.

2. Compensation

- 2.1. Your total fixed Compensation shall be INR **500000/- (Rupees Five Lakh)** per annum, payable monthly in arrears as detailed in Annexure 1.
- 2.2. In addition to the basic salary mentioned above, you shall be entitled to certain additional allowances and benefits which are further listed in Annexure 1 and 2 below.
- 2.3. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.
- 2.4. As per the prevalent policy any employee joining on or before 31st March of the ongoing performance year, will be eligible to be considered for annual fixed salary increase (increment), subject to their rating in respect of the relevant performance year and being in active employment (and not serving notice) of the Company on the date of issuance of the increment letter.
- 2.5. Any employee joining on or before 30 June of the relevant performance year, will be eligible to be considered for the year-end review and performance incentive, subject to their rating in respect of the relevant performance year and being in



active employment (and not serving notice) of the Company on the date of disbursement of performance incentive.

3. Working Hours

- 3.1. Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

You will be required to work **(8)** hours a day excluding thirty (30) minutes break for lunch. The Company practices a forty (40) hours workweek. Subject to the applicable law, work timings, schedules and shifts may vary from time to time based on customer service requirements and depending upon exigencies of business, as specified by the Company from time to time. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

4. Location and Travel

- 4.1. You shall be based in Bangalore and can be transferred to any other office of the Company at any other place or city in India or outside India, as decided by the Company from time to time.
- 4.2. You shall travel to such places, within or outside India, as the Company may from time to time require in relation to the Company's business.

5. Leaves and Holidays

- 5.1. You shall be entitled to 22 days (working days) in a performance year in accordance with the Company Policy subject to the applicable law.
- 5.2. In addition to the above, you will also be entitled to statutory holidays, as may be notified in the list of holidays to be issued by the Company at the start of calendar year.
- 5.3. You are also entitled to other leaves such as Well-being/Sick leave, compassionate leave, family caregiver leave etc which are more detailed in the Company's policies.
- 5.4. Maternity Benefits [For Women employees only]: You shall be entitled to maternity leave of 26 weeks (182 days) of which 08 weeks (56 days) can be availed prior to expected date of delivery and 18 weeks (126 days) after the delivery. During such leave, you shall be entitled to your full Compensation along with Other Entitlements that are made available in terms of this Agreement. It is clarified that any claim to the aforementioned maternity benefits shall remain subject to provisions of the Maternity Benefit Act, 1961 as may be amended from time to time.



5.5. Leave Beyond Entitlement: If upon termination you have taken more leaves than your entitlement, you will be required to reimburse the Company in respect of the excess days taken and the Company is authorized to make deductions in respect of the same from your final salary payment. In the event such deductions exceed the final salary payment to you, you shall pay such outstanding amount to the Company.

6. Confidential Information

6.1. For the purposes of this Agreement, 'Confidential Information' in relation to the Company means:-

- a. trade secrets.
- b. lists or details of its suppliers, their services, or customers and the services and their terms of business.
- c. prices charged to and terms of business with clients.
- d. marketing plans and revenue forecasts.
- e. any proposals relating to the future of Company or any of its business or any part thereof.
- f. details of its employees and officers and of the remuneration and other benefits paid to them.
- g. any company or client data/information/records, company policies and procedures, internal communications, databases, training materials, templates, emails, proposals, engagement letters, etc., corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or service, processes, inventions, designs, know how, discoveries, technical/financial specifications and other technical or financial information relating to the creation, production or supply of any past, present or future products or service of the Company, any information given to the Company in confidence by clients/customers, suppliers or other persons and any other information (whether or not recorded in documentary form, or on computer disk or tape) which is confidential or commercially sensitive and is not in the public domain.
- h. any other information which is notified to you as confidential or which by its nature is confidential.



- 6.2. You shall not, either during your employment or at any time thereafter, except as required by law or otherwise specifically approved, use, divulge, copy, quote, refer or disclose to any third party or send, upload, transfer, transmit to yourself on any email address, including by use of official and/or personal email account, external storage devices (e.g. USB, flash drives, SD card, external hard disk), upload on cloud storage (e.g. Google Drive, One Drive etc.), unofficial/unauthorized collaboration sites or third party messaging applications (e.g. Whatsapp, Telegram etc.) or in any other manner whatsoever, any sensitive and/or Confidential Information, whether in whole or in part, which may have come to your possession or knowledge at any time during the course of your employment with the Company. Any non-compliance of this obligation shall be construed as a misconduct in terms of the Company's policies and shall be subject to the Company's disciplinary process. You shall also ensure that you comply with all Company policies at all times in this regard. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault.
- 6.3. You agree not to use any Confidential Information (as defined above) disclosed to you by the Company or its affiliates, during the course of employment or at any time thereafter, except as required by law, use, divulge or disclose to any person any Confidential Information, which may have come to your knowledge at any time during the course of your employment with the Company. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault. You agree to take all reasonable measures to protect the secrecy of and avoid disclosure or use of Confidential Information of the Company, in order to prevent it from coming in public domain or in the possession of persons other than those persons authorized to have any such information. You further agree to forthwith notify the Company in writing of any actual or suspected misuse, misappropriation or unauthorized disclosure of the Company's Confidential Information which may come to your attention.
- 6.4. You agree, except as otherwise expressly authorized by the Company, not to make any copies or duplicates of any of the Company's Confidential Information. Any materials or documents that have been furnished by the Company to you in connection with the employment relationship shall be promptly returned by you to the Company, accompanied by all the copies of such documentation, with ten days from the (a) termination of employment or (b) written request of the Company.
- 6.5. This obligation shall be valid for the time of the employment relationship as well as after its termination, regardless of the reason for the termination of the Agreement.

7. Intellectual Property

- 7.1. You acknowledge that the Company is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, marketing, manufacturing, distribution or other business related information or trade secrets of



the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the Company. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

- 7.2. You acknowledge that the Company shall own all rights, title and interest including copyright in any work created by you in course of your employment with the Company. To the extent such rights do not vest immediately in the Company, you agree to and irrevocably and unconditionally assign to the Company all your rights, title and interest including copyright in such works for adequate consideration, receipt whereof you hereby acknowledge. You agree to execute such other documents, as may be required by the Company, for recording the Company as the owner of such works at the Company's cost and expense.

8. External Employment Conditions

- 8.1. During the course of your employment, you will not undertake any other employment or engage in any external activities of a commercial nature without prior written approval of the Company. You will be required to effectively carry out all duties, responsibilities and obligations assigned to you by your manager and/or others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to an annual appraisal by your Performance Manager.

9. Indemnity

- 9.1. You acknowledge and agree that you shall indemnify and keep the Company indemnified at all times from all losses, costs, expenses and damages caused to or incurred by the Company directly or indirectly due to any breach of the terms of your employment including the Company's policies.
- 9.2. In addition to the above, in case of breach of any of the obligations relating to confidentiality intellectual property rights, the Company will be entitled to obtain appropriate injunctive relief or other equitable remedies against you.
- 9.3. The above rights of the Company are not the sole and exclusive remedy and are in addition to any other rights the Company may have either under law or in contract or by operation of any other policy/document.

10. Retirement

- 10.1. The retirement age for the Company currently is 60 years. Please refer to the company's policy for further details.

11. Termination



- 11.1. During the Probation Period, the Company may terminate this Agreement without assigning any reasons upon 60 days prior written notice or payment of salary in lieu thereof, at the discretion of the Company. Similarly, during the Probation Period the Employee may also terminate this Agreement without assigning any reasons upon 60 days prior notice in writing or payment by you to the Company of the salary in lieu thereof. In such an event and in addition to 60 days written notice or salary in lieu thereof, the Company shall be entitled to adjust and/or recover from you any joining bonus/sign-on bonus paid to you by the Company at the time of your joining the employment of the Company, as well as the total cost incurred by the Company and/or expenses reimbursed to you by whatever name called (if any), including without limitation, any expense/ cost incurred/expended in connection with your relocation.
- 11.2. Upon your confirmation, either Party shall be free to terminate this Agreement at will and, at any time, with or without cause, upon 60 days prior written notice by the Party desirous of terminating this Agreement or payment of equivalent salary in lieu thereof or a combination thereof, at the discretion of the Company. In case you have received or otherwise entitled to any joining bonus/sign-on bonus and, you exercise the option of terminating this Agreement within the period agreed as per your joining bonus/sign-on bonus letter, or if your employment is terminated by the Company on account of breach of terms of employment and/or policies/procedures applicable to you, you shall be liable to refund to the Company such joining bonus/sign-on bonus as paid to you by the Company which shall be in addition to the 60 days written notice or salary in lieu thereof or a combination thereof. Further, in case any costs have been incurred by the Company or any expenses have been reimbursed to you, including but not limited to any relocation benefits, and you exercise the option of termination this Agreement, or your agreement is terminated by the Company on grounds mentioned above within 12 months of joining, the Company shall in such case also be entitled to adjust and/or recover from you the total cost incurred by the Company and/or expenses reimbursed to you including without limitation, as incurred/expended in connection with your relocation.
- 11.3. In case of termination of employment under Clause 11.1 and 11.2 above, you may be required to go on a paid leave until the end of your notice period at the Company's discretion, which may be adjusted against your leave entitlement, if any, that has accrued and not been taken.
- 11.4. With the exception as laid out in Clause 11.3 above, except where expressly permitted, you shall not be entitled to any leave while serving your notice period under this Agreement.
- 11.5. Notwithstanding anything herein, the Company shall be entitled to terminate this Agreement, without notice and with immediate effect and with no liability to make any further payment to you (other than in respect of amounts accrued due at the date of termination), if you:



- a. fail to satisfactorily complete the Company's background screening checks;
- b. are found to have engaged in any act of misconduct or negligence in the discharge of his/ her duties or in the conduct of the Company's business; or
- c. are found to have engaged in any other act or omission, inconsistent with your duties; or
- d. are found to have engaged in any breach of this Agreement, or the Company Policy or lawful orders given to you by the Company;
- e. are convicted of any criminal offence; or,
- f. fail to adhere to the policies of the Company
- g. are found to have engaged in unauthorized absence beyond a period of three (3) days.

11.6. Return of Property

- a. For the purposes of this Clause 11.6, Property means keys, mobile phone, computer equipment, security access cards, all lists of clients or customers, correspondence and all other documents, papers and records (including, without limitation, any records stored or maintained in any form including by electronic means, together with any codes or implements necessary to give full access to such records), system designs, software designs, software programs (in whatever media), presentations, proposals, specifications or Confidential Information which may have been prepared by you or have come into or passed from your possession, custody or control in the course of your employment.
- b. The Employee shall promptly, whenever requested by the Company and in any event upon receipt of notice of termination or termination of employment under this Clause 11, deliver up to the Company all Property and you shall not retain any copies thereof. Title and copyright in the Property shall vest in the Company.

12. Data Protection and retention

- 12.1. The Company (directly and/or through any service provider) shall process your information for legal, personnel, remuneration, pre-employment vetting, administrative



and management and other such purposes subject to the applicable laws. Furthermore, you hereby explicitly consent to the holding and processing of the personal and sensitive personal data as per KPMG Policy.

- 12.2. During the course of your employment, you agree to comply with any policies issued by the Company from time to time relating to Data privacy/ data retention and data protection.

13. Governing Law

- 13.1. This Agreement shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

14. Miscellaneous

- 14.1. Entire Agreement: This Agreement constitutes the entire agreement between the Parties with respect to the subject matter hereof to the exclusion of all other prior agreements, arrangements or understandings and assurances between the Parties, relating to such subject matter either written or oral. Should any terms of this Agreement conflict with any of the terms of the Company's policy, the terms of the Company's policy shall prevail.
- 14.2. Severability: The various provisions of this Agreement are severable and if any provision or identifiable part of it is held to be invalid, unlawful or unenforceable by any tribunal or court of competent jurisdiction, then such unenforceability shall not affect the enforceability of the remainder of this Agreement which shall continue to be valid and enforceable to the fullest extent permitted by law. In such circumstances, the Employer shall determine in good faith to replace any invalid, unlawful or unenforceable clause or provision with a suitable clause or provision which maintains as far as possible the purpose and effect of this Agreement.
- 14.3. Waiver: No failure or delay on the part of any Party in exercising any right or power under this Agreement shall take effect as a waiver of such right or power under this Agreement.
- 14.4. Survival: Upon termination of this Agreement those sections that by their nature are intended to survive termination, rescission or expiration of this Agreement shall so survive, unless otherwise indicated in this Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Company.



If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Company on or before 14-06-2023, failing which, this offer stands automatically withdrawn by the Company without any further notice to you.

Yours Sincerely,

for KPMG Global Delivery Center Private Limited

Partho Bandopadhyay
(Authorized Signatory)

I am pleased to accept the offer contained above.

Sankuri Akhil
(Candidate's Name)



ANNEXURE-1

INDICATIVE COMPENSATION PLAN

Sankuri Akhil
Associate 1
Bangalore

Compensation Category	Monthly (in INR)	Annual (in INR)
Basic Salary (a)	20833	250000
Flexible Compensation (b) *	18333	220000
Employer Contribution to Provident Fund (c)	2500	30000
Total Cost to Company (a+b+c)	41666	500000

* Flexible Compensation will include minimum 10% of Basic Salary as HRA

- The above is an indicative break-up of the components
- Employee contribution to Provident Fund will be deducted as per the Employee's Provident Fund & Miscellaneous Provisions Act, 1952, subject to your entitlement and the policy of the Company in that regard.
- Equal amount of PF will be deducted from the Cost to the Company as Employee contribution to Provident Fund.
- Gratuity will be governed by the Payment of Gratuity Act.
- Gratuity and Insurance Premium do not feature in the payslip.
- You will be eligible for increment as per the Company Policy only if your joining date is on or before March 31 for the current calendar year.
- You will be eligible for performance bonus as per the Company Policy if your joining date is on or before June 30 for the current calendar year. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.
- Performance Bonus will be payable only subject to your being on the payroll of the Company and not serving notice at the time of disbursement.
- Any amount payable by the Company to you towards Compensation, Other Entitlements and, or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law. All requirements under Indian tax laws, including



tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

- Flexible compensation needs be allocated every year basis the components published by the Company.
- Any statutory deduction shall be made as per applicable laws.

OTHER BENEFITS

Group Medical Insurance: Your family and you are covered to the extent of	INR 400000
Group Personal Accident Insurance: You are covered to the extent of	INR 6000000
Group Term Life Insurance: You are insured to the extent of	INR 1500000
Group Term Life in Lieu of EDLI Policy:	Covered

On your joining the Company you may refer to the Company's policies for further details on the benefits that are available to you.

Kindly refer to Annexure 2 for a breakup of Flexible components you can choose from.



ANNEXURE 2

Compensation Structure	
Fixed Components / Mandatory Components:	
	Associate 1
A Basic Salary	50% of 'Cost to Co.'
B Provident Fund	12% of basic will be deducted from the basic as the employee's contribution towards PF. An equivalent amount (12% of Basic) will be deducted as the employer's contribution from the balance.
The balance of 'Cost to Co.' can be structured using the following options:	
	Associate 1
C1 House Rent Allowance	✓
<p>Ø Minimum 10% of your basic salary will be allocated towards HRA. Ø Maximum HRA which can be allocated is 50% of your basic salary.</p> <p>If an employee wants to avail house rent allowance, the employee should ensure the compliance of the following:</p> <ol style="list-style-type: none"> 1. The employee should furnish a lease deed duly executed by the landlord and tenant, properly witnessed, stamped and notarized. If the period of lease deed is for 12 months or more, it should be registered under the Registration Act. 2. The employee should also provide proper rent receipts issued by the lessor, which should be properly stamped and signed. 3. The employee should provide PAN of landlord in case monthly rent is more than equal to Rs 8,333/- or Rs 1,00,000/- per annum. (This is as per law) 4. The address of the employee given to the Firm and as per the lease deed should be the same. 5. Monthly Rent Paid: 	
Rent Paid	Requirement
More than or equal to Rs. 20,000/-	<ol style="list-style-type: none"> 1. Cheque no., cheque date along with Bank Name 2. Incase of direct bank transfer, bank payment details such as beneficiary bank a/c no., payment date and payment ref. no. 3. PAN of landlord <p>1. All above three are mandatory to be mentioned on rent receipts.</p>
	Associate 1
C2 Car Lease Rentals/Insurance	X
-	

		Associate 1
C3	Andriod / iPhone Handset reimbursement	X
	-	
		Associate 1
C4	Leave Travel Allowance	✓
	Exemption as per IT Rules. Appropriate proof (Original tickets in case of Rail journey; Original ticket and boarding passes in case of Air-Travel) along with payment proof to be submitted. During the period of LTA, the employee needs to be on approved leaves. (For more details, please refer CTC reimbursement policy under Expense Policies)	
		Associate 1
C5	Children's Education Allowance	✓
	Exemption as per IT Rules.	
		Associate 1
C6	Expenses in pursuit of Education	✓
	Subject to prior approval of Performance Manager. Exemption as per IT Rules. Maximum Rs 20,000/- p.a.	
		Associate 1
C7	Meal Vouchers	✓
	Meal vouchers up to a maximum of Rs 15,000/- p.a. for all employees, in the monthly denominations of Rs 500/-, Rs 1000/- or Rs 1250/-	
		Associate 1
C8	Purchase of computer at home	✓
	Rs 33,333/- p.a. for all employees and for 36 months only (Device cost for Rs 1,00,000/-). (For more details, please refer CTC reimbursement policy under Expense Policies)	



INDEPENDENCE REQUIREMENTS FOR NEW JOINERS

- **What is independence and why is it so important?**
- **Do the independence rules apply to me?**
- **When is my family subject to the rules?**
- **What kinds of investments are prohibited for a 'Member of the Firm'?**
- **What kinds of loans are acceptable?**

What Is Independence and Why Is It so Important?

Auditor Independence avoids interests and relationships that might impair objectivity. The SEC, PCAOB, IESBA, AICPA, ICAI and other regulators/oversight bodies have developed basic standards for determining independence. These standards apply to our audit clients.

Do the Independence Rules Apply to Me?

Independence rules apply to all employees, directors and partners of the Firm. However not all of the rules apply to everyone; so it is necessary to understand the independence rules that apply to you.

Please note that all client-facing personnel in the Firm, their spouses and dependents are governed by the independence policies of the Firm that include restrictions on investments in, and loans to or from, restricted entities. Investments include shares, debentures, bonds, mutual funds, portfolio management schemes, etc. In addition you may have restrictions on other financial interests with restricted entities on insurance policies, credit cards, loans, brokerage and bank accounts and spouse and dependent benefit plans. New Joiners should be in compliance with the Independence policies within 14 days of joining.

Two important technical terms identify those persons who need to maintain independence with respect to the Firm's clients. They are ' Member of the Firm ' and ' Covered Person ' . As you will see, all Covered Persons are also Members of the Firm, but all Members of the Firm may or may not be Covered Persons.

'Member of the Firm' - You are a Member of the Firm if you are a partner or a director or a client facing professional, including senior manager, manager or employee or any other professional who directly markets services, or who consults with an engagement team on a



client-specific matter. This includes people who do not face clients directly but deal with client related data from afar. The only exception to these rules are staff who join Administration, Finance function etc. below the level of Director.

If you are a Member of the Firm you will be restricted from investing in, and receiving loans from or making loans to, restricted entities. Members of the Firm may invest in mutual funds if they are not Covered Persons.

Please note that the term 'Member of the Firm' also includes your immediate family members (spouse and dependents). Details are under - When Is My Family Subject to the Rules?

'Covered Person' - You are a Covered Person with respect to a specific client if you (1) participate in the audit engagement, (2) are in the Firm's Chain of Command with respect to the audit engagement; (3) are a partner, director or professional employee having managerial responsibilities who (a) has provided 10 hours or more of non-audit professional services to the audit client for the period beginning on the date such services are first provided and ending on the date of the auditors' report on the financial statements for the fiscal year during which those services are provided, or (b) expects to provide any non-audit professional services to the audit client on a recurring basis; or (4) are a partner or client facing director in the same ' office ' in which the lead audit engagement partner primarily practices in connection with the audit engagement at an issuer level. The term 'Covered Person' also includes immediate family members, as explained in the section titled 'When Is My Family Subject to the Rules?' The Covered Person concept applies to bank accounts, brokerage accounts, insurance products, credit cards, housing and student loans, employment relationships of your family, investments of your spouse or dependents in their employee benefit plans of restricted entities, and investment in mutual funds.

When Is My Family Subject to the Rules?

If you are a Member of the Firm or a Covered Person, your spouse, spousal equivalent and dependents * , whether or not related, are also considered Members of the Firm or Covered Persons. These individuals are called '**immediate family members**' in the independence rules and they are subject to the same independence rules that apply to you. This means their investments, loans, all bank accounts, current and savings accounts, brokerage accounts, insurance policies, credit card balances, spouse or dependent employee benefit plans may affect your independence.

* Dependents are persons and/or their spouses who received more than 50% of their financial support in the past 12 months from you.

In certain instances your '**close family members**' —immediate family members plus your non-dependent parents, non-dependent children and siblings—are also subject to the independence rules. A close family member's employment with an audit client in an accounting role or a financial reporting oversight role, a material and known investment in, or control of an audit



client, may impair the Firm's independence.

What Kinds of Investments Are Prohibited For a 'Member of the Firm'?

As a Member of the Firm, you (and your immediate family members) generally may not own (or be committed to acquire) any direct or material indirect financial interest in a restricted entity. Examples of financial interests include equity and preference shares, debentures, bonds and deposits, shares in a mutual fund, partnership units, stock rights, options or warrants to acquire an interest in an entity, or rights of participation such as puts, calls, or straddles.

In addition:

If you own or your immediate family member owns shares in a mutual fund that is an audit client or in a non-client mutual fund that is advised, sponsored, or managed by an audit client or a subsidiary of an audit client for which you are a Covered Person, you have a direct financial interest in that client, and that is prohibited.

- You are not permitted to join an investment club, or participate in a Portfolio Management Scheme. Similarly, you may not invest in controlled joint ventures or partnerships unless those entities follow the Firm's independence rules with respect to their investments.
- Beneficial interests in trusts and interests in retirement plans or stock option plans of former employers are subject to the restrictions applicable to financial interests.

What Kinds of Loans Are Acceptable?

If you are a Covered Person, you and your immediate family members may not obtain loans from SEC financial institution audit clients for which you are a Covered Person. However, certain types of loans are permitted and other loans already in existence may be grandfathered. Personal loans from SEC audit clients of the Firm are not permitted for all Covered Persons. These loans cannot be grandfathered.



Annexure

Sign On Bonus

09 June 2023

Sankuri Akhil

**SSD Deluxe Hostel, Golden Mille Road, Kokapet, Rangareddy,
Hyderabad-500075**

Subject :- Sign-on bonus

Dear Sankuri,

In addition to our offer dated 09 June 2023, we are pleased to add the following components to your compensation.

You are entitled to receive INR 50000/- (Rupees Fifty Thousand) as sign on bonus to be paid to you in the following 1 tranches.

- INR 50000/- (Rupees Fifty Thousand) - payable at successful completion of 12 months.

Please note, the above-mentioned sign on bonus will be recovered in the event of your resignation within 24 months of joining the Company.

Save and except the aforesaid, all other terms & conditions of your employment shall remain unchanged and accordingly this letter shall form part and parcel of your employment contract.

All payments shall be subject to deduction of tax at source as per applicable tax laws.

We would like to take this opportunity of welcoming you and wishing you every success in your career with us.

Yours sincerely

For KPMG Global Delivery Center Private Limited

Partho Bandopadhyay
(Authorized Signatory)

I accept the Sign-on terms contained above.



Sankuri Akhil
(Candidate's Name)



ADDENDUM TO OFFER LETTER DATED 09 June 2023.

This Addendum is made and entered into as of 04 September 2023 by and between KPMG Global Delivery Center Private Limited and Sankuri Akhil to amend the Offer Letter dated 09 June 2023 between the Parties which is incorporated herein by reference. All capitalized terms not otherwise defined herein shall have the meaning given to them in the Offer Letter.

KGS and the Candidate are collectively referred to "Parties" and individually as "Party"

WHEREAS the KGS has issued an Offer Letter to the Candidate dated 09 June 2023

AND WHEREAS the Parties agree to amend terms and conditions of the Offer Letter by way of this Addendum;

NOW, THEREFORE, in consideration of the covenants and agreements set forth herein, the Parties hereby agree as follows:

1. Further Clause 2.5. of the said Offer Letter shall be replaced with the following clause:

"Any employee joining on or before 30 June of the relevant performance year, will be eligible to be considered for the year-end review but will not be entitled to performance incentive in first performance cycle. However, performance incentive will be applicable in the second performance year subject to their performance rating in respect of the relevant performance year and being in active employment (and not serving notice) of the Company on the date of disbursement of performance incentive.

During the first performance year the Employee will be eligible for a sign-on/retention bonus in lieu of the performance incentive. The sign-on/retention bonus will be paid to you as per the schedule defined in the sign-on/retention bonus letter issued to you along with the offer letter.

The amount will be payable only if the Employee is not under any active performance improvement plan. If the Employee is under an active performance improvement plan, this amount will be payable only upon the Employee successfully clearing the performance improvement plan.

2. The following clause is hereby incorporated within Clause titled "Provisional Offer" in the Offer Letter:

"The offer is also conditional upon you successfully completing the academic course that you are currently pursuing."

"The offer is also conditional upon you to relocating on/before the date of joining to an address where transport / cab facility provided by KGS is available. In the event you failed to relocate before the date of joining, the same shall constitute breach of discipline and your offer will be liable to be rescinded / services will be liable to be terminated."



All payments are subject to tax deduction at source in accordance with applicable tax laws."

Except as amended by this Addendum, all other terms and conditions of the Offer Letter are unchanged and shall remain in full force and effect. Should any terms of this Addendum conflict with any of the terms of the Offer Letter, the terms of this Addendum shall prevail.

The parties have caused this Addendum to be executed by their duly authorized representatives.

for KPMG Global Delivery Center Private Limited

Partho Bandopadhyay
(Authorized Signatory)

I am pleased to accept the offer contained above.

Sankuri Akhil
(Candidate's Name)



Annexure

Welcome Allowance

09 June 2023

Sankuri Akhil

**SSD Deluxe Hostel, Golden Mille Road, Kokapet, Rangareddy,
Hyderabad-500075**

Subject – First employment welcome allowance

At KGS, we believe that the first employment is a very important transition for every individual. In our endeavor to make this transition smooth and memorable, we welcome all colleagues who are stepping into their first job with a one-time welcome allowance of INR 12,000 (Rupees twelve thousand only), in addition to the compensation mentioned in the Annexure 1. This allowance is subject to amendment in line with the organizational policy. The aforesaid amount will be paid in the subsequent month's payroll, subject to the current policy applicable at the date of disbursement.

All payments shall be subject to deduction of tax at source as per applicable tax laws.

Yours sincerely
for KPMG Global Delivery Center Private Limited

Partho Bandopadhyay
(Authorized Signatory)

I am pleased to accept the offer contained above.

Sankuri Akhil
(Candidate's Name)



Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA <pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in <pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>;DONTHA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>

Date: Thu, Oct 13, 2022 at 5:00 PM

Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews

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

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>

Date: 13 October 2022 at 3:07:14 PM IST

To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in" <damanjeet_sms@cbit.ac.in>

Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

458

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.



Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com
Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that enclosed list has students who qualified the Assessment Test and will be scheduled for personal Interview.

We will be conducting the Personal Interviews on 12th Oct 10.30am at campus, Kindly confirm on the same .

Request you to share the resumes of these 50 shortlisted candidates.

Regards

Vijay

BERKADIA

Vijay Chityala

ASSISTANT VICE PRESIDENT

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy

Hyderabad, TS 500019

O [+91 \(40\) 67170203](tel:+914067170203) | **M** [+91 \(773\) 0860888](tel:+917730860888) | vijay.chityala@berkadia.com

Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)



Gupta, Harshita

BHOJANAPU VENKATA CHANDAN, + 12

17 Nov



Hi Venkata,

I am pleased to inform you that below students have cleared all the rounds of interview and are selected to join Franklin Templeton in 2023.

Congratulations to all the students for this achievement

1. Ratnapuri Preethi
2. S. Payal
3. K. Nilaya
4. Khonde Akshay
5. Y.sai meghana
6. Pallavi Tiwari
7. VADLA BHARATH KUMAR
8. K.Tejasree
9. Ruchitha Mudike
10. Nikitha Adavelli
11. Harshitha Konaparaju

Regards,

Harshita Gupta

Global Talent Acquisition

Franklin Templeton

OFFER LETTER
Private & Confidential

To,
Mr. Venkatesh Vavilapalli
Ph: 6305829905
Email: vavilapallivenkatesh18@gmail.com

Dear Venkatesh,

This is with reference to the interview and discussions you had with us. We are pleased to offer you an employment opportunity as "Management Trainee" in Business Development department at Chemveda Life Sciences India Private Limited, operating from two locations at IDA Uppal and Mallapur, Hyderabad.

Salary: Your total compensation (Cost to company) is Rs.5,00,000/- (Five Lakhs rupees only-).

Probation: You will be under probation for a period of 180 days from the date of joining.

You will be eligible for appraisal and increment in the current annual cycle (01 Apr to 31 Mar) on pro rata basis, if your date of joining is on or before 30 Sep (i.e having a minimum tenure of 6 months as on 31 Mar) and subject to confirmation.

Notice: You shall give a notice of three months to the company if you are not willing to continue in the job. The company will give you a notice of three months for termination of your services, if the company does not require your services.

Please note that you are required to join the Organization on or before **01 May 2023**, failing which this offer stands withdrawn.

A detailed appointment letter will be issued at the time of joining along with defined roles and responsibilities. Based on business exigencies, you are required to work from any of the locations or elsewhere as the work may demand.

You will be directed for a Medical Examination and this offer will be valid only when you are medically fit for the job.

Please note that your employment will be subject to:

- A) Medical fitness as per the medical checkup report.
- B) Clearance in the background verification checks that may be required as per the Company policy.
- C) Submission a photo copy of all the following documents at the time of joining.
 - I. Educational Certificates, Marks lists, Service Certificates, relieving letter & latest 3 months pay slips along with bank statement (reflecting of the same). Kindly carry original sets too for verification.
 - II. Provide a valid photo identity proof to open your salary account.
 - III. PAN Card & Aadhar Card
 - IV. Six passport size photos.

You are requested to kindly acknowledge your acceptance of the offer letter by signing below and sharing a signed copy (original) of the letter within 3 days of receipt.

In the event of any delay in your acceptance of this offer, the Company shall have the sole discretion to withdraw or extend this offer.

We're glad to have you on board and wish you a long, productive and satisfying career with us!

With Regards,

for Chemveda Life Sciences (I) Pvt Ltd.


(PRATHYUSHA GUNTUPALLY)
Vice President – Operations

Acknowledgement/ Acceptance

I am very pleased to accept the position as **Management Trainee** at **Chemveda Life Sciences India Private Limited**. Thank you for the opportunity. I will abide by the joining instructions and terms of the offer. I look forward to making a positive contribution to the organization.

Venkatesh Vavilapalli



APPOINTMENT LETTER

DATE: 6th APRIL 2023

EMPLOYEE CODE: PI/23/178E

Mr/Ms SAYED SAQUIB ALI SUBZWARI

With Reference to your application and subsequent interview held with us, we are pleased to appoint you as **BUSINESS DEVELOPMENT MANAGER** in our organization on the following Terms & Conditions:

- 1. JOB DESCRIPTION:** Prospect for providing and implementing new strategies for business development and managing the administrative tasks. One should constantly ensure to provide contribution in growth and development of business organization. Prepare prospect for new clients by networking, cold calling, advertising or other means of generating interest from potential clients.
- 2. KEY RESPONSIBILITIES:**
 - Work with technical staff & other internal colleagues to meet customer needs
 - Participate in pricing the solution/service
 - Research & build relationship with new as well as old clients
 - Preparation of training manuals for users
 - Striving to provide services to organization for business development
 - Interaction with perspective clients to get projects for the organization
 - Administrating day-to-day operations
 - You will get assigned any other duties as may be deemed necessary by the management.

ADDRESS: 1*FloorB - 12, SectorE ,Aliganj , Lucknow - 226024 .

MOBILE: 9453760339 / 9621676532

WEBSITE: www.pieinfocomm.in

EMAIL: hr@pieinfocomm.in , hr.pieinfocomm@gmail.com

the basis of Project in Pan India as per the requirement of the organization without detriment to your status and emoluments.

4. EMOLUMENTS: You will be entitled to salary, allowances, and perquisites as per Company's norms. You will be entitled to take home salary of **Rs.20,000/- (Twenty Thousand only) per month [in Training Period of 3 Month]**.

After Training Period, the salary would be Rs. 5.5 Lakhs Per Annum [consolidated].

5. LEAVE: As per rules of the company in force and may be varied from time to time. Organization provides 1 day casual leave to every person in a month.

6. WORKING HOURS: 8 hrs. (9:00 am to 5:00 pm)

7. DATE OF JOINING: 18th JULY 2023

NOTE: As per the organizational norms, the organization can anytime dismiss any employee if his/her performance is not found as expected. In such case, no one can blame/claim the respective organization (read Annexure-1).

Please sign the duplicate copy of the letter (all pages) as a token of acceptance of terms and conditions mentioned for our reference and record while reporting please bring all relevant educational documents and two copies of your latest passport size photographs for document verification.

Sincerely,

**VIJAY KUMAR JAISWAL
(DIRECTOR)
PIE INFOCOMM PVT.LTD.**

ADDRESS: 1st Floor B - 12, Sector E, Aliganj, Lucknow - 226024 .

MOBILE: 9453760339 / 9621676532

WEBSITE: www.pieinfocomm.in

EMAIL: hr@pieinfocomm.in , hr.pieinfocomm@gmail.com

1. As soon as the candidate joins or Organization, they undergo rigorous Observation test of 15 initial days. Once they pass the observation test, we put them forth onto evaluate.
2. The Observation and Evaluation test, are a matter of concern to each candidate, in order to survive further in our organization.
3. The initial 3 months, candidates shall in-rotate with their mentors to complete their successful completion of training period.
4. The candidates are judged on various parameters related to work and behavior. No Candidate is liable to question organization, of their existing survival after all successful modes of observation/evaluation made eventually. The authority holds no assurance.
5. No candidate is advised to leave the Organization before prior notice to the management. Your service may be terminated by the company without assigning any reason by giving one month's notice of your intention to do so or salary in lieu of such notice
6. The company may at its discretion waive the notice and relive you earlier. In such an event, you will be paid salary only up to the last date of your employment with the company.
7. The management shall have right to recover amount equivalent to one Month salary be deducting it from the amount due to you or in any lawful manner in case you leave the services without giving one month's notice before hand in writing as stipulated here in above.

ADDRESS: 1stFloorB - 12, SectorE ,Aliganj , Lucknow - 226024 .

MOBILE: 9453760339 / 9621676532

WEBSITE: www.pieinfocomm.in

EMAIL: hr@pieinfocomm.in , hr.pieinfocomm@gmail.com

8. Company is authorized to make any kind of changes in joining date for new joiners, which purely depends upon the situation and availability of external as well as internal factors of the organization. No candidates further are requested to question the authority.
9. If any of the employees leaves the organization without giving any prior notice of one month the company will take action against that employee. Company will not be liable to release the salary of last working month and will not provide any kind of experience certificate as well as pay check in any case.



ADDRESS: 1st Floor B - 12, Sector E , Aliganj , Lucknow - 226024 .

MOBILE: 9453760339 / 9621676532

WEBSITE: www.pieinfocomm.in

EMAIL: hr@pieinfocomm.in , pieinfocomm@gmail.com

ANNEXURE -II

DECLARATION

I ACCEPT THE TERMS AND CONDITIONS MENTIONED IN THIS OFFER LETTER AND I PROMISE TO ABIDE BY THE NORMS MENTIONED IN ANNEXURE-I, OF THE ORGANIZATION. I SHALL STAND RESPONSIBLE FOR ANY DISCREPANCIES OF DETAILS FOUND DURING DOCUMENT VERIFICATION. IF I FOUND GUILTY, THE ORGANIZATION CAN TAKE LEGAL ACTION AGAINST ME.

SIGNATURE OF EMPLOYEE:

NAME OF EMPLOYEE:

DATE:



ADDRESS: 1st Floor B - 12, Sector E, Aliganj, Lucknow - 226024 .

MOBILE: 9453760339 / 9621676532

WEBSITE: www.pieinfocomm.in

EMAIL: hr@pieinfocomm.in, hr.pieinfocomm@gmail.com

Fwd: Screening Test shortlisted Candidates for Personal Interviews

Placements HEAD <placements@cbit.ac.in>

Fri 14/10/2022 10:46

To: Principal CBIT <principal@cbit.ac.in>;director_cdc@cbit.ac.in <director_cdc@cbit.ac.in>;Anne Violet CBIT-HR <hr@cbit.ac.in>;C SHALINI <pgs21008_mba.shalini@cbit.org.in>;GADWAL METI GIRI CHANDRA PRASAD <pgs21050_mba.prasad@cbit.org.in>;KAMARTHI LASYA <pgs21075_mba.lasya@cbit.org.in>;RATNAPURI PREETHI <pgs21087_mba.preethi@cbit.org.in>;VANAM SATHWIK <pgs21128_mba.sathwik@cbit.org.in>;VAIDYA DIVIJA <pgs21090_mba.vidya@cbit.org.in>;pgs21008_mba.shalani@cbit.org.in <pgs21008_mba.shalani@cbit.org.in>;NEELE SNEHALATHA <pgs21029_mba.snehalatha@cbit.org.in>;DONTA PREETHI CHANDANA <pgs21009_mba.preethi@cbit.org.in>;BHOJANAPU VENKATA CHANDAN <pgs21045_mba.venkata@cbit.org.in>;hod_sms <hod_sms@cbit.ac.in>;To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>;bhagyalakshmi_sms@cbit.ac.in <bhagyalakshmi_sms@cbit.ac.in>

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

From: **Dr Daman Jeet** <damanjeet_sms@cbit.ac.in>

Date: Thu, Oct 13, 2022 at 5:00 PM

Subject: Fwd: Screening Test shortlisted Candidates for Personal Interviews

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

Sent from my iPhone

Begin forwarded message:

From: Priya Ithadi <Priya.Ithadi@berkadia.com>

Date: 13 October 2022 at 3:07:14 PM IST

To: Vijay Chityala <Vijay.Chityala@berkadia.com>, "To: damanjeet_sms@cbit.ac.in" <damanjeet_sms@cbit.ac.in>

Cc: Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: RE: Screening Test shortlisted Candidates for Personal Interviews

Hello Daman,

Please be informed that the below students have been selected and please hold them for us as we would be releasing the offers asap.

SNO	Last Name	First Name	Company	Final Interview Status	Process	Level	Shift

470

1	Salapaka	Sowmya	CBIT	Selected	NLB	L3	Day
2	Tanuja	M	CBIT	Selected	Insurance	L3	Split
3	Shravya	K	CBIT	Selected	Insurance	L3	Split
4	Swetha Bhavani	M	CBIT	Selected	Insurance	L3	Split
5	Sher	Keerthana	CBIT	Selected	GPO-Narratives	L3	Night
6	Shafeen	Mousina	CBIT	Selected	GPO-Narratives	L3	Night
7	Ramya	A	CBIT	Selected	GPO-Leases	L3	Day
8	Kalyani Reddy	Munnelli	CBIT	Selected	GPO-FA	L2	Night
9	Preethi	Ratnapuri	CBIT	Selected	GPO-FA	L2	Day
10	Sushma	T	CBIT	Selected	GPO-FA	L2	Sunrise
11	Durga Naveen	J	CBIT	Selected	GPO-FA	L2	Night
12	Yakoobee	Mohammad	CBIT	Selected	GPO-FA	L2	Night
13	Lasya	Kamarthi	CBIT	Selected	GPO PND	L3	Day
14	Sathwik	Vanam	CBIT	Selected	GPO	L3	Night

The below students have been selected for BCRE, Mr. Jayakar will connect with you to discuss further on BCRE.

Last Name	First Name	Company	Final Interview Status	Remarks
-----------	------------	---------	------------------------	---------

1	Sindhu Priya	P	CBIT	Shortlisted	BCRE
2	Alekhya	G	CBIT	Shortlisted	BCRE
3	Madhuri	Bodla	CBIT	Shortlisted	BCRE
4	SOWMYA	CH	CBIT	Shortlisted	BCRE
5	BANDLA	JYOTHI	CBIT	Shortlisted	BCRE
6	Sidda Lingeshwar	T	CBIT	Shortlisted	BCRE
7	Vishwanath	M	CBIT	Shortlisted	BCRE
8	Payal	Sanga	CBIT	Shortlisted	BCRE

Regards,

Priya.



Priya Ithadi

SENIOR MANAGER

9th Floor,Block 2, DLF Cybercity
Gachibowli Village, Plot No 129 to 132
Serilingampalli Mandal, Ranga Reddy
Hyderabad, TS 500019
+91 (40) 67170493 | priya.ithadi@berkadia.com
Berkadia Services India Private Limited

BERKADIA.COM [in](#) [@](#) [f](#) [t](#)

Let us find your next investment! Visit our [property acquisition portal](#) and update your acquisition criteria today.

a Berkshire Hathaway and Jefferies Financial Group company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose this communication to others. Please notify the sender by reply and delete this message from your system. Thank you.

From: Vijay Chityala <Vijay.Chityala@berkadia.com>

Sent: Thursday, October 6, 2022 3:35 PM

To: To: damanjeet_sms@cbit.ac.in <damanjeet_sms@cbit.ac.in>

Cc: Priya Ithadi <Priya.Ithadi@berkadia.com>; Debashish Ghosh <Debashish.Ghosh@berkadia.com>

Subject: Screening Test shortlisted Candidates for Personal Interviews

