



**CHAITANYA BHARATHI
INSTITUTE OF TECHNOLOGY**

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

Approved by: Affiliated to: UGC Autonomous: ISO Programs: Accredited by: Grade A++ B: All India Ranking: (51-200 Band):

COMMITTED TO
RESEARCH,
INNOVATION AND
EDUCATION

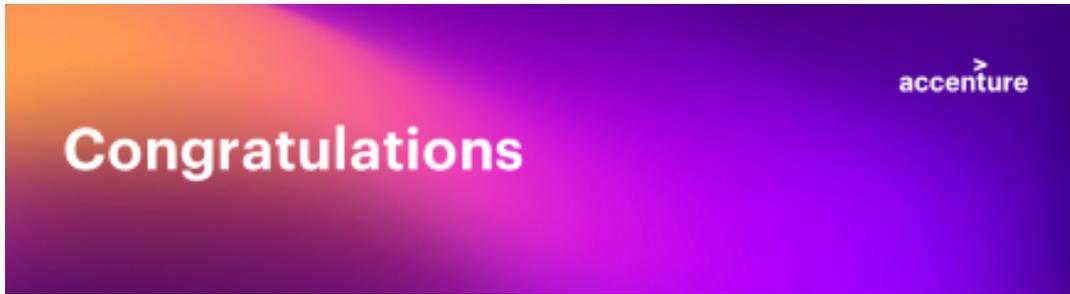
46
years

Department of Electrical and Electronics Engineering

5.2.1 Number of outgoing students who got placement during the year (Academic Year 2023-24)

S.No	Roll No	Name of student placed	Page Number
1	160120734003	Bura Akshaya	1-10
2	160120734004	Dhamma DivyaReddy	11-18
3	160120734006	Gowthami chundururu	19-22
4	160120734008	Natte Kavya	20
5	160120734011	Nikitha Tadmale	21-27
6	160120734013	Narayana pooja reddy	28-39
7	160120734014	PRASANNA ELASARAM	40-41
8	160120734016	Vavilala Rohitha raga	42-50
9	160120734017	Sagarika Merugu	51-52
10	160120734018	Vaspari Shivani	53-64
11	160120734026	Bharath Pattepu	65
12	160120734029	Ferdous	66
13	160120734042	SaiKiran Gajwari	67-69
14	160120734044	Sai Tharun	70
15	160120734050	shashank penchala	74
16	160120734052	SHIVA NANDU M	75
17	160120734062	Shaik Ayesha Farheen	76-80
18	160120734065	Dharmasoth JayaSri	81
19	160120734067	Anthannagari Navya Vaishnavi	82-91
20	160120734068	Dandu Niharika	92-94
21	160120734069	Arukonda Pallavi	95-104
22	160120734070	Mallaiahgari Pavani	105-107
23	160120734072	Nagula Rachana	108-110
24	160120734077	Gunda Sreeshma	111-113
25	160120734080	Vaishnavi Dhudhukuru	114-120
26	160120734084	Abhinav Peddini	121-137
27	160120734086	Battu Adithya	138-139
28	160120734089	Bathula Hareesh Teja	140-146
29	160120734097	Erramshetti Madhilesh	147-149
30	160120734107	Rishikesh Piska	150
31	160120734111	Shivanadhula Saiteja	151
32	160120734112	Gandla Saketh Kumar	152-154
33	160120734119	N.Vishnu Teja	155
34	160120734120	Beethi Vivek	156-162
35	160120734302	VANAMOJU MADHURI	163
36	160120734304	Nagasri Bura	164-165
37	160120734306	Bhanu Prasad Gyara	166-172
38	160120734307	Sushmitha Gudla	173
39	160120734308	Patturi Sai Priya	174-191
40	160120734309	Gattu Vamshi	192
41	160120734310	Akash Gangula	193-199
42	160120734311	Yadagiri Akanksha	200-201
43	160120734312	Muzaffar Naveed	202-208

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



28 February 2024

C06294771

Bura Akshaya

4-3-121 sandhya nagar colony, bandlaguda jagir, rangareddy, telangana -500086

Dear Bura Akshaya,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Management Level - 12

Job Title - **Packaged App Development Associate**

Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 Remote working condition - Declaration
- Annexure 4 for declaration
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks,

which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

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

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

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

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

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

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

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

Important to note:

Your joining the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Bura, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Harsh Rajesh jain at <https://indiacampus.accenture.com/myzone/accenture/auth/login> should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature 
Bura Akshaya

Date: Feb 29, 2024

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential	8.5%
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,800/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 421,955/-
(D)##Additional Discretionary WFH Benefits/Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0% to 8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

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

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

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
- b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
- c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse /partner and 4 dependent children
 - 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your annual fixed compensation.
 - a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
 - a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

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

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

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

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

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

JOINING BONUS

You would receive a discretionary joining bonus of **INR 25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

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

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

Please note:

- Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.

- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

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

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

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

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

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

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

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

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE 2 : REQUIRED DOCUMENTATION

- Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
- PAN card copy (mandatory to be submitted on day 1)
- Document/s containing start date and end date of the last two employers
- Copy of Degree/PG/Diploma (wherever applicable) certificates
- Copy of all semester mark sheets (last semester mandatory)
- Relieving Letters from previous employer
- UAN Number and PF Statement for your last two employments before Accenture
- Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
- Experience Certificate from 2 previous employers (if relieving letters not submitted)
- Passport copy , if available (if not please apply immediately)
- Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]
- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

- I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Bura Akshaya

Date: Feb 29, 2024

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."



తెలంగాణ తెలంగాణ TELANGANA

Tran Id: 240105194415238607
Date: 05 JAN 2024, 07:45 PM
Purchased By:
DHAMMA DIVYA REDDY
D/o DHAMMA BAL REDDY
R/o HYD
For Whom
** SELF **

BC 187509
A. RAMU
LICENSED STAMP VENDOR
Lic. No. 15-23-004/2011
Ren.No. 15-23-047/2023
10-148/31/B, SAI NAGAR,
BALANAGAR, MEDCHAL
MALKAJGIRI DISTRICT
Ph 9885986144

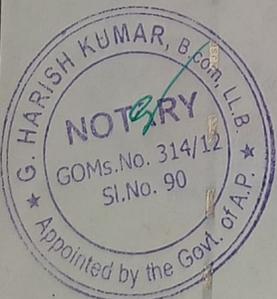
To be filled by Internship Incharge

A.Y. 2023-2024 Sem: VIII Dept: EEE Section: D 1 Internship Type: Software(Paid) Count: 1

AFFIDAVIT BY THE STUDENT and PARENT

For VIII Semester students, who want to attend Internship Program during VIII Semester of their class work and who have been selected through on or off campus.

I **DHAMMA DIVYA REDDY** Roll No. **160120734004** of B.E. (Electrical & Electronics Engineering) VIII Semester D/o **DHAMMA BALREDDY** R/o. H.No 4-32-1206 Phase-2, Allwyn Colony, Kukatpally, Hyderabad - 500072, Telangana State, India., hereby solemnly declare that I have been selected for (BLUE YONDER) which is offering internship from January to June. I am willing to attend the Internship program and I do hereby accept the following conditions:



I shall attend and interact with the Department as and when it is required either online or offline.

- i. I shall interact with the respective Course faculty to clear my doubts, if any and submit all CIE related documents well within stipulated time frame.
- ii. I submit that if I don't interact and submit CIE related documents well within stipulated time frame and fail to attend all examinations, I will be detained for want of attendance and marks.
- iii. I shall update the progress of the VIII - Semester project to my supervisor/guide/co-ordinator/Head of the department, from time to time.
- iv. I shall submit that it is my sole responsibility to study and pass the courses on my own for the following courses which are missed in the regular class work during the internship period. I shall not blame the Institute otherwise.

S. No.	Course Code	Title of the Course
1	20EEE55	Electric Hybrid vehicle
2	20CSO09	Fundamentals of DBMS
3	20EEEC33	Technical Seminar
4	20EEEC34	Project Part-2
5		
6		
7		
8		
9		

- v. It is my sole responsibility to complete the practical experiments of lab courses/project work either in my own Institute or in an institute/organization near to my internship workplace (the approval letter from the other Institute/organization shall be submitted).



ATTESTED
[Signature]
G. HARISH KUMAR
B.Com, LL.B
ADVOCATE & NOTARY
GOMs.No: 314/12, Sl.No: 90
Appointed by the Govt. of A.P.
14-1-90/223/A, Gayathri Nagar
Vilapur Borabanda Hyderabad 508

- vi. I shall attend the Class tests and Semester End Examinations as per the schedules notified by the Institute.
- vii. I shall attend the Internship program as per the schedule specified by the industry/company and I shall update in case of discontinuing the internship I shall bring to the notice of my Internship In charge with cc to placements@cbit.ac.in if the internship is through on campus.
- viii. I shall attend the Internship program regularly in the industry.

VERIFICATION

Verified that the contents of this affidavit are true to the best of our knowledge and no part of the affidavit is false and nothing has been concealed or misstated therein.

Verified at Hyderabad (Place) on this the 05th day of January 2024.

[Signature]
Signature of Student 5/1/24

I understood the contents of this affidavit and promise to see that my ward abides by them.

[Signature]
Signature of the Parent 5/1/24

Solemnly affirmed and signed in our presence on this the 05th day of January 2024. After reading the contents of this affidavit.

Director -CDC
CBIT (A)

Director AEC
CBIT (A)

Head, Dept. of
CBIT (A)

[Signature]

[Signature]
6.1.24

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

ATTESTED

[Signature]
G. HARISH KUMAR

B.Com, LL.B
ADVOCATE & NOTARY
GOMs.No: 314/12, SI.No: 96
Appointed by the Govt. of A.P
14-1-90/223/A, Gayathri Nagar
Allapur Borabanda, Hyderabad

Hyderabad
05/01/2024

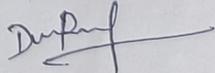
To
The
Head of the Department (EEE)
Chaitanya Bharathi Institute of Technology
Gandipet, Hyderabad 500072

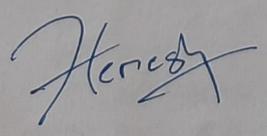
Sub: Seeking permission to proceed with my Internship
from January 8th i.e Monday.

Respected Sir

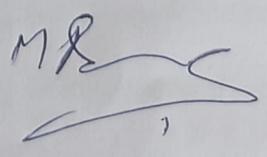
I'm D. Divya Reddy, studying in EEE VIIth sem
bearing Roll no: 160120734004. I'm offered with Internship + FTE at Blue Yonder
during oncampus placement in the month of December. I Request you to
grant permission to proceed with internship, which is commencing on January 8th
i.e Monday ^{till June 21st} and I also request you to provide attendance during my internship
and allow me attend exams.

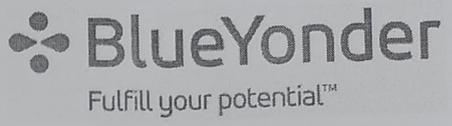
Thanking you

Yours sincerely
D. Divya Reddy,
160120734004.




Class Teacher EEED1





Date: Dec 12, 2023

To: Student name: DHAMMA DIVYAREDDY
Full Address: HNO: 4-32-1206, ALLWYN COLONY, PHASE-2, KUKATPALLY, HYDERABAD-500072
Email ID: dhammadivyareddy8221@gmail.com

Subject: **Internship Offer Letter**

Dear Student Name: **DHAMMA DIVYAREDDY**

With reference to your application and the subsequent the interview you had with us, we would like to congratulate you on being selected as an intern ("Intern") with Blue Yonder India Private Ltd. ("Blue Yonder") under Blue Yonder's Internship Program. Your internship is scheduled to commence on the effective date stated below ("Effective Date"), and for the duration also stated below ("Internship Term"). Upon your signature on the acknowledgement section of this letter, you agree that the terms of this letter shall form the binding agreement of internship between you and Blue Yonder ("Internship Agreement" or "Agreement"). You further acknowledge and agree that you have executed Blue Yonder's Confidentiality, Non-Competition and Inventions Assignment Agreement with an effective date as set out below ("NDA").

Effective Date: 08th January 2024

Internship Term: Six (6) months from the Effective Date

NDA effective date: 08th January 2024

1. ROLES AND RESPONSIBILITIES

1.1 As an Intern, your job responsibilities will include but not be limited to assist Blue Yonder in carrying out the following tasks:

- a) Installation and configuration of Blue Yonder product suite including reporting, trouble shooting and resolve batch and data load issues.
- b) Perform technical upgrades and handle change requests and other technical enhancements.

c) Follow Incident, Problem and Change Management Process.

2. TERM

2.1 The Internship Term is valid for six (6) months from the Effective Date which may be further extended with mutual agreement between the parties. The general work hours for the Internship Program is 40 hours a week, 8 hours a day, Monday to Friday.

3. COMPENSATION AND BENEFITS

3.1 You are entitled for a stipend amount of INR **50000/-** per month (Rupees Fifty thousand only) during your Internship Term. The monthly stipend will be paid by Blue Yonder on the last working day of each completed month. Taxes will be deducted as per the applicable tax laws.

3.2 During the Internship Term, you are eligible for one (1) day leave per each completed month of internship. At the end of the Internship Term, the unused leave entitlement, if any, will expire.

3.3 You acknowledge and agree that apart from the foregoing, no other compensation, payments or benefits shall be provided to you in relation to your internship with Blue Yonder.

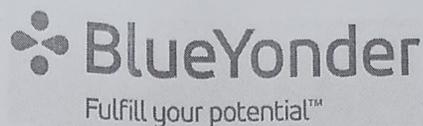
4. CONFIDENTIALITY

4.1 You acknowledge and agree that you may gain access or be provided with Proprietary Information (as defined in the NDA), and that you shall use and protect the confidentiality of the Proprietary Information strictly in accordance with the terms of the NDA.

5. BLUE YONDER PROPERTY

5.1 If any Blue Yonder Proprietary Information or Blue Yonder Equipment is provided by Blue Yonder to you, you agree and will ensure to, comply with the terms of this Section 5 (Blue Yonder Property), and all terms in the Agreement as they apply to Blue Yonder Proprietary Information and Blue Yonder Equipment. You agree that notwithstanding anything to the contrary in this Internship Agreement, Blue Yonder shall not be obliged in any way to provide any Blue Yonder Equipment to you. "Blue Yonder Equipment" means Blue Yonder's appliances, hardware and supplies, and includes, but is not limited to: Blue Yonder's computers, batteries, power adaptors, monitors, headsets, computer accessories, virtual desktops, other virtual environments, telecommunication devices, media, and building entry keys and cards.

5.2 When using or accessing any Blue Yonder Proprietary Information or Blue Yonder Equipment, you must ensure to adhere to Blue Yonder's Acceptable Use Policy and any other Blue Yonder policies related to Blue Yonder Equipment, as updated from time to time. You must not allow any person other than you



to use or access any Blue Yonder Proprietary Information or Blue Yonder Equipment.

6. BLUE YONDER POLICIES

- 6.1 During the Internship Term, you agree to comply with all rules and regulations and company policies of Blue Yonder as may be in existence, or formulated or amended from time to time, including without limitation to Code of Conduct, Anti-Bribery and other associated company policy documents of Blue Yonder. You are expected to maintain a high standard of discipline, efficiency and integrity during the Internship Term. You must also ensure that you timely complete any required compliance and security training mandated by Blue Yonder for performance of the Services.

7. TERMINATION

- 7.1 During the Internship Term, your internship may be terminated by either party by giving two weeks' prior written notice to the other party. In addition, your internship may also be terminated immediately by Blue Yonder without any notice in the event of any misconduct and/or breach of the terms of this Agreement and/or the NDA by you. Blue Yonder reserves the sole discretion to determine the existence of such misconduct or breach.
- 7.2 You hereby warrant that your application for internship, and all data, information and materials (including certificates) provided by you in connection with this Internship Agreement or generally in relation to your internship (collectively "Materials") are true and accurate. You also agree that in the event of any inaccuracy in the Materials, Blue Yonder shall be entitled to immediately suspend or terminate your internship by written notice, with no remedy, compensation nor liability to you.

8. CONSEQUENCES OF TERMINATION

- 8.1 Upon termination or expiry of the Internship Term, as the case may be, you shall return all Proprietary Information, Blue Yonder Equipment and/or assets entrusted to you by Blue Yonder during the Internship Term.
- 8.2 All Blue Yonder Proprietary Information and Blue Yonder Equipment must be returned by you to Blue Yonder immediately upon Blue Yonder's demand, or within ten (10) calendar days of the termination or expiration of this Agreement, whichever comes first.
- 8.3 In the case of Blue Yonder Equipment, within ten (10) calendar days of the conclusion or termination of the Agreement, you must return all Blue Yonder Equipment, in proper working order, to Blue Yonder. If Blue Yonder does not receive all the Blue Yonder Equipment within the designated period, you remain solely liable to Blue Yonder for the cost of the repair and/or replacement of the Blue Yonder Equipment (or its reasonable equivalent).

Blue Yonder India Private Limited

Registered Office: Tower A, Mantri Commercio, Outer Ring Road, Bellandur, Bengaluru - 560103, India
+91 80 6101 8888 main | +91 80 6101 8500 fax | blueyonder.com | CIN: U72900KA1989PTC032468

9. OTHER TERMS

9.1 Our intention in executing this Internship Agreement is to help you expand your knowledge and skills. For the duration of the Term, we will be assessing and evaluating your performance, to determine your ability to meet the expectations of the Company. Based on our conclusion at the end of the Term, we may at our own absolute discretion proceed to offer you employment on such terms and conditions as shall be contained in a separate agreement between us. You acknowledge and agree that nothing in this Internship Agreement shall constitute any such offer, and Company reserves full discretion not to make any offer of employment to you for any reason whatsoever.

Yours sincerely

Jayshankar.M

For Blue Yonder India Private Ltd.

Jayshankar. M
Sr. Director – Associate Success (Talent Acquisition)

DECLARATION:

I have gone through the terms and conditions mentioned above. By signing this Agreement, I declare that I have understood, agreed and accepted the terms herein. I acknowledge that my internship starts on the Effective Date.

Place: HYDERABAD

Date: Dec 12, 2023

DIVYAREDDY
DIVYAREDDY (Dec 12, 2023 21:08 GMT+5.5)
SIGNATURE OF THE CANDIDATE

Blue Yonder India Private Limited

Registered Office: Tower A, Mantri Commercio, Outer Ring Road, Bellandur, Bengaluru - 560103, India
+91 80 6101 8888 main | +91 80 6101 8500 fax | blueyonder.com | CIN: U72900KA1989PTC032468

Internship Offer Letter

Dear **Chunduru Gowthami**,

People Tech Group is pleased to offer you an educational internship opportunity. We intend to hire you as an **Intern** for the **Junior Software Engineer** program effective from **11th March 2024**.

As we discussed during the process, you will be entitled to a monthly stipend depending upon your Involvement in the project, as part of this you will be paid **INR 10000/- per month** as your monthly stipend based on your performance.

You will be under an assessment plan for 6 months. Depending on the assessment outcome, you may be eligible for a pre-placement opportunity with its respective compensation based on various factors pertinent to employment with the people tech group.

Congratulations on your internship and welcome to the team!

Acceptance by:

Name: **Gowthami Chunduru**
Signature: gowthami

Regards,

Human Resource
Signature:



NATTE KAVYA

225819

Engineering Purchase(Capital

A handwritten signature in white ink, appearing to read 'Natte Kavya', written over a dark blue rectangular background.

Authorised Signature

Date: 03/01/2024

Ref: TMEIC/2023/ GET/92

Ms. Nikitha Tadkale
1-90 Mavinelli, Narayankhed,
Sangareddy district (502286).

Subject: Offer for Training with the Organization.

Dear Ms. Nikitha Tadkale

This has reference to the interaction that you had with us on 28th December'2023.

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

As informed by your educational institute, your final examinations are due to get completed in the 2nd week of June 2024 and you will receive your results and certificates by Third Week of July 2024. Your selection as a Trainee in our organization is subject to your passing the final academic exams in the first attempt (B. Tech or M. Tech as the case be) and acquire the degree. Please note that you will have to produce the final passing certificate along with the marksheet to the organization immediately after the declaration of the results.

Considering the foregoing, you are required to join the organization tentatively between 1st August 2024 to 1st September 2024. The exact date of joining will be communicated to you. In the event of failing to acquire the required qualification and/or submitting the marksheet and passing certificate, this offer of traineeship will stand withdrawn. Also, if you fail to join on the date communicated to you, this offer will stand withdrawn.

You shall be operating from the Hyderabad office at **Unit #03-01, Third Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500081**. In times to come, based on the requirements, you may be placed at any other locations where the company has factory, office, or business activities, either in India or abroad.

During the training period, you will be paid an all-inclusive/Cost to Company (CTC) compensation of **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Additionally, you will also be paid a one-time amount of **Rs. 50,000/-** (Rupees Fifty Thousand Only) as Bonus for successful completion of the training with satisfactory level of performance. This one-time payment shall be made to you at the end of your training period.

In case you leave on your own or the management terminates your traineeship for whatever reason before the said period of one year or you fail to perform as per the expectations of the management, you shall not be eligible for receiving the above-mentioned one-time amount.

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

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

TMEIC Industrial Systems India Private Limited

Unit-03-01, Level -3, 3rd Floor, Cyber Pearl Block-II, HITECH City, Madhapur, HYDERABAD, Telangana, INDIA 500081
CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | phone: +91-40-4434-0000 | Fax: +91-40-4434-0034

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

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

Upon receipt of this letter, you are required to send a signed copy of this letter to the HR department immediately for records in token of your acceptance of the offer.

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

For TMEIC Industrial Systems India Pvt. Ltd.



Uttam Rathod
Head Corporate HR

Encl.: Annexure – A (Pay and benefits)
Annexure – B (Terms & Conditions of Traineeship)

TMEIC Industrial Systems India Private Limited

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Annexure A Pay and Benefits

Name: Ms. Nikltha Tadkale
Designation: Graduate Engineer Trainee
Grade: GET

Fixed Component	Monthly (INR)	Annual (INR)
I) Basic Salary	21500	258000
II) Other Flexi Allowances	6636	79630
A) Total Fixed Components (I+II)	28136	337630

Benefits		
III) Employer's contribution to the Provident Fund (As per the provisions of the Employees Provident Fund and Miscellaneous Provisions Act 1952, @ 12% of the Basic Salary)	2580	30960
IV) Gratuity (As per the provisions of the Gratuity Act, 1972). Payable on completion of minimum 5 years of service with the company.		12410
V) Notional Value of Insurance Premium paid by the company for Group Mediclaim Policy, Group Personal Accident Policy & Group Term Life Insurance Policy		19000
B) Total Benefits (III+IV+V)		62370
C) Variable Pay		0
Total CTC (A+B+C)		400000

Other Flexi Allowances	
Other Flexi Allowances can be claimed under the following heads and limits. (House Rent Allowance, Leave Travel Allowance, Meal coupons and Car cost reimbursement are exempted as per the provision and limits specified under the Income Tax act).	
Allowance	Permissible Limit
House Rent Allowance	Upto 40 % of Basic Salary (50% for employees in the Metro cities)
Leave Travel Allowance*	Upto INR 1,00,000 Per annum
Meal Coupons	INR 13,200 per annum or INR 26,400 per annum. Employees in the factory are not eligible for this
Car Cost Reimbursement**	INR 21,600 per annum for the car of less than 1600 cc and INR 28800 for the car more than 1600 cc
Supplementary Allowance	Balance Amount
*Leave Travel Allowance: Reimbursement can be claimed in accordance with the Income Tax rules. Unclaimed amount if any at end of the financial year shall be taxed and credited to employee account.	
**Car Cost Reimbursement: Can be claimed only by the employee who uses his/her own car for commuting from home to office regularly. The car must be registered in the employee's name to claim this benefit. Employee to submit the registration certificate. If the employee uses company provided transport for such commuting, he/she will not be to claimed this benefit.	
Variable Pay: If applicable, is payable annually. The payment is based upon the company's performance and the individual performance ratings of the employee for the period under review	

Insurance Benefits
Group Term Life Insurance Coverage: - INR 1 Crore or Ten times Gross CTC whichever is lower
Group Personal Accident Insurance Coverage: - INR 15,00,000 or Two times Gross CTC whichever is higher
Group Mediclaim Policy Coverage – INR 4,50,000 for Self, Spouse, Two dependent Children upto the age of 25 years and Dependent Parents.

TMEIC Industrial Systems India Private Limited

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Annexure – B

Training agreement

1. Your appointment is subject to your clearing the pre-training medical check-up from the hospital/lab as maybe notified by the company. The company reserves the right to withdraw this offer should you be declared medically unfit by the doctor.
2. **Termination of Training**
 - a. During the training period of one year, either party can terminate this contract without giving any notice or without giving any reason.
 - b. At the end of the duration of the training period of one year, the company/management at its sole discretion, may decide to offer you a regular employment on its rolls, else your traineeship shall automatically stand terminated.
 - c. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on training. In such case, your training shall automatically come to an end without any notice of termination.
3. **Compensation and Benefits Emoluments**
 - a. The details of your Annual Compensation and Benefits and its break-up on Cost to Company (CTC) basis is presented in Annexure A.
 - b. The terms and conditions of your service, including the compensation break up as shown in Annexure - A are based on prevailing Company policies, procedures and other rules as applicable. The same are subject to change/revision as and when necessary. In all other services matters, you shall be governed by the policies of the Company as are in force at present or from time to time. Soft copies of all these would be made available to you upon your joining the company.
 - c. Your individual remuneration is strictly confidential, and you are prohibited from sharing the same with other employees.

Leave

Leave, holidays and working hours, shall be as per the company policies applicable to you.

Statutory Benefits

You shall be entitled to PF, ESI, Gratuity, Bonus as per the provisions of law applicable in this behalf.

The provisions of Employees' Compensation Act 1923 would be applicable in the event of any injury/accident arising out of and in the course of traineeship, subject to you not been governed by the provisions of Employees' State Insurance Act 1948.

4. Confidentiality and Non-Disclosure Secrecy

During the period of your traineeship, you shall not, except as authorized or required by your obligations in terms hereof, reveal/disclose/disseminate to any person or entity including competitors or persons involved directly or indirectly in allied trade, any of the trade secrets, or confidential information contained in any manuals and /or dealings concerning to the business, finances, external and internal transactions of the Company and/or its Affiliates/Associates/Group Companies, including but not limited to all data including, company contacts, processes, policies, strategies involving marketing, advertising operations; contractual obligations, business expansion plans, designs, drawings, innovations which may

TMEiC Industrial Systems India Private Limited

come to your knowledge due to your working with the company and/ or be imparted to you by the Company during your traineeship. You shall hold in strict confidence, all such information. You shall not, during the term of your traineeship or at any time thereafter, use any such information relating to the business of the Company and/or its affiliates/ associates/ group companies for your personal gains or share with a third party.

On relinquishment of your traineeship for any reason, you shall immediately return all such records, documents, data, drawings, designs belonging to the company, if in your possession in any manner and shall not attempt to retain copies of any data, records, know how or information of the company with you. You undertake to sign an agreement in this regard if so demanded by the company or its customers due to business exigencies. If the company is required to sign a confidentiality or non-disclosure agreement with its customers or suppliers, the same shall automatically become binding upon you. Violation or breach of the said conditions shall attract penal / criminal consequences.

5. Intellectual Property

- a. You are explicitly forbidden from using content and other work developed by you for any other purpose other than for the company. You are strictly prohibited from sending such data through emails or copying such data by using electronic media for yourself or others.
- b. The rights to any invention, discovery or creation of new system or method related to the company's operations arising out of any work done by you during your traineeship, would automatically and solely vest with the company.
- c. All intellectual property rights, including, but not limited to, Patents, Copyrights, Methodologies, Processes, Designs, drawings shall be assignable to the Company. You shall execute/sign such documents for this purpose, as and when required by the Company.

6. General Code of Conduct

- a. You shall be required to undertake travel for company work whenever required.
- b. Your position is of a full-time engagement with the company and you shall devote your whole time, attention and ability, exclusively to the business of the company.
- c. You shall not take up any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture Holder) in any other trade or business or pursue any course of study, during the traineeship with the company, without prior express written permission of the management.
- d. You shall not, either directly or indirectly, receive or accept for own benefit any commission, rebate, discount, gift or profit of any nature from any individual, company or firm having business transaction with the company.
- e. You shall be governed by Rules, Regulations, Policies and the Standards of conduct (SOC) of the company which are in force and as may be amended from time to time.
- f. You shall conduct yourself professionally, at all the times while on duty.
- g. You shall effectively perform to achieve the targets set for you by the company. You shall be required to work extra hours whenever the job so requires.
- h. Your address given by you to the company in your application shall be considered to be correct for the purpose of sending any communication to you. Any change in your address shall be intimated by you to the company in writing within three days of such change, failing which any communication sent to you at your last known address shall be deemed to have been effectively served.

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- i. Any correspondence, information including letters, notice of confirmation, transfer, promotion, termination, resignation, policy matters or any other communication received and sent on the official e-mail ID provided to you by the company or on your personal e mail ID and on your WhatsApp number notified by you to the company shall be treated as duly served.

6. Corporate Credit Card

If the nature of training so demands, the company may provide you with a corporate credit card. It is explicitly made clear that such credit card be used only for the official purpose, as per the policy for paying for the expenses arising out of your official transactions. You shall not use this corporate credit card for any of your personal purpose.

7. Domestic and Overseas Transfers

The Company reserves the right to transfer you by protecting your present emoluments to any other location, branch, unit, factory of the company which presently is in existence or may come into existence at some future date. You shall abide by such transfer orders. In such situation, the terms and conditions of service applicable to the new site/assignment shall govern you. The company may also alter the terms of your traineeship to suit the new assignment.

8. **Domestic and Overseas Assignments/Training/Deputation** You may be assigned on deputation, loaned to sister concerns, associate companies, client's locations or to third parties with whom the company has business association either in India or abroad. You may also be sent for periodic business training to any such place including but not limited to as mentioned above. On being selected for such deputation you undertake to sign a deputation agreement and execute a Surety Bond, if so required by the company on such terms as the Company may deem appropriate. While on deputation your terms of traineeship like leave, holiday, hours of working etc. shall be governed by the terms and conditions as applicable to the concerned site/location.

9. Restrictions on Harassment and Discrimination:

You shall not sexually harass any person/female employee or discriminate against any person on the grounds of religion, caste, race, color of skin, national or ethnic origin, belief or sexual orientation. You shall at all-time inform your superior of any fact, that constitute harassment or discrimination. You shall not engage into any of the acts prohibited under the sexual harassment of women employees at workplace (Prevention, prohibition and redressal) Act 2013

10. Use of Social Media

Social media usage by you in no manner should be deterrent to the Name, Brand, Goodwill of the company. Social media includes blogs, social networking sites, instant messaging, discussion forums and others. Any expression of personal views or opinions on the Company and its operations on the social networking forums or any disclosure of business information therein may expose you to legal violations. You should refrain from making any comment about the company, its business partners, vendors or any of the entities related to the Company in social media forums. Even while using the social media in one's own personal capacity, use of the company logo or the Company's name is prohibited. Social media policy of the company shall be binding on you.

11. Company's Right to Monitor:

The company reserves the right to monitor, intercept, review and access your computer/ laptop provided by the company, Telephone logs of the cell phone/sim card

TMEiC Industrial Systems India Private Limited

provided by the company, internet usage, voicemail, e-mail, and other communication facilities provided by the company during your traineeship. It is important for you to note that and you are made aware that any and all communication(s) and activity(s) on Company equipment or premises cannot be presumed private. You shall not use the Company's computer, software, equipment, internet, telecommunication and email facilities for any purpose other than the business of the Company.

12. Prohibition on Disparagement:

During your traineeship and at all times thereafter, you shall not make any false, defamatory or disparaging statements about the Company, its employees, Officers, Managers or Directors that are likely to cause damage to the reputation of the company or the person.

13. Violation/breach of the agreement and Jurisdiction

Any breach/violation of the above terms and conditions of the traineeship shall be dealt in accordance with Law. Even if deputed overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of the terms of your traineeship shall be the courts in Tumkur, Bangalore only.

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

- Self-Attested copy of Certificates supporting your educational qualifications (from Standard 10th /SSLC/ICSE onwards) along with marks sheets.
- Self-Attested copy of Your Aadhar card
- Self-attested copy of PAN card
- Self-Attested copy of Your Driving License
- Self-Attested copy of Your valid passport (if available)
- Five colored passport sized photographs with blue background.

This offer of traineeship has been issued to you based on the information furnished/documentary proofs submitted by you as per the list mentioned above. However, if any discrepancies are observed in these documentary proofs submitted by you, the Company reserves the right to revoke the offer.

In case, any discrepancies are observed anytime in the future, the company reserves to terminate your traineeship without giving any notice.

Acceptance and Acknowledgement

I, Nikitha Tadkale..... hereby acknowledge that I have read all the terms and conditions mentioned above in the offer of traineeship and confirm my acceptance to the same, including the terms and conditions mentioned therein.

I will join the company on or before.....

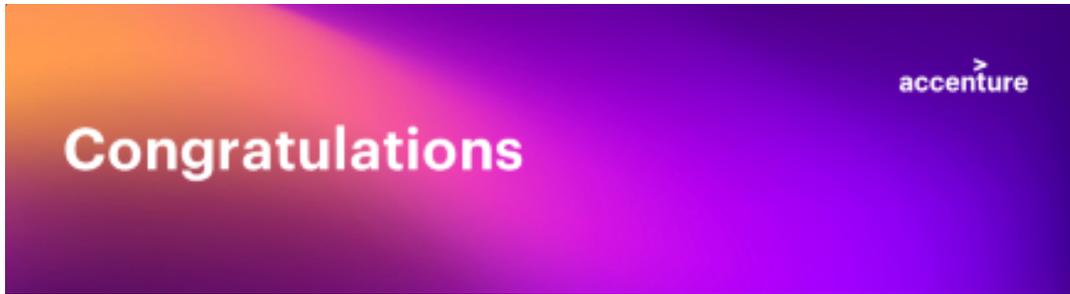
1st September 2024

Signature Nikitha

Date 04/01/2024

TMEIC Industrial Systems India Private Limited

Unit-03-01, Level -3, 3rd Floor, Cyber Pearl Block-II, HITECH City, Madhapur, HYDERABAD, Telangana, INDIA 500081
CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | phone: +91-40-4434-0000 | Fax: +91-40-4434-0034



03 October 2024

C10279434

Narayana Pooja Reddy

Jaya residencecy moti nagar madhavi estate

Dear Narayana Pooja Reddy,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12

Job Title - **Packaged App Development Associate**

Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

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

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

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

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

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

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

requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test/and/or any other verifications, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

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

Important to note:

Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Yours sincerely,



Lakshmi C

Managing Director and Lead, Human Resources, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature 
Narayana Pooja Reddy

Date: Oct 4, 2024

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual (INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR32,555 /-
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 435,655/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

***Total Cash Compensation Elements**

Annual Fixed Compensation**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities. *As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY24-25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

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

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

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

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

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

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

Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer

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

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

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

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

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

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

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

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

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

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

JOINING BONUS

You would receive a discretionary joining bonus of **INR 25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

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

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

Please note:

- Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you.

RELOCATION ASSISTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:

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

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

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

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

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

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

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

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture changes. Any such

recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE 2 : REQUIRED DOCUMENTATION

- Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
- PAN card copy (mandatory to be submitted on day 1)
- Document/s containing start date and end date of the last two employers
- Copy of Degree/PG/Diploma (wherever applicable) certificates
- Copy of all semester mark sheets (last semester mandatory)
- Relieving Letters from previous employer
- UAN Number and PF Statement for your last two employments before Accenture
- Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
- Experience Certificate from 2 previous employers (if relieving letters not submitted)
- Passport copy , if available (if not please apply immediately)
- Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]
- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

- I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Narayana Pooja Reddy

Date: Oct 4, 2024

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."



Ref: TT/24-25/ET/Appt./05

May 04, 2024

To

Ms. Prasanna Elasaram

5-34/1, Beeravelli,
Sarangapur, Nirmal,
Telangana.

E-Mail: prasannaelasaram@gmail.com

Mob: 91-9542341195

Dear Ms.Prasanna,

With reference to your application and subsequent interview you had with us, we are pleased to offer you an appointment on the following Terms & Conditions.

1. **Position** : **ENGINEER TRAINEE**
2. **Salary** : **Rs.3,60,000 – Annual CTC**
(subject to statutory deductions in force)

3. **Effective Date of Appointment** :

You are requested to join duty immediately, but **not later than 15-05-2024**. In case you do not report for duty by this date, this offer stands withdrawn automatically unless extended by the Management in writing.

4. **Training cum Probation:** You will be on Probation for a period of **6 months**, subject to further extension if deemed necessary by the Management. Unless an order confirming you is passed in writing, you shall not be deemed to have been confirmed.

5. **Notice of Termination:** During the probation period, your services can be terminated without notice and after confirmation, one month's notice or payment in lieu thereof on either side is required.

6. You will keep yourself fully acquainted with or ensure due compliance of all the laws, orders, rules, regulations, directives and other legal requirements concerning the various duties assigned to you from time to time and you will be personally responsible for any infringement or non-compliance of said laws, rules etc.

7. You shall not absent from duty without prior permission. In case, you absent yourself from duty for **8 (Eight)** continuous days without prior permission, you will lose the lien on the job, and this would amount to your automatic termination of service. Similarly in case if you overstay the sanctioned leave for more than 8 days you would lose lien on your job.

8. If in any case you lose lien on your appointment as above you shall be deemed to have voluntarily relinquished the service of the establishment with effect from the date you were to resume your duty and your services shall automatically be terminated without any obligation whatsoever on the part of the establishment.

9. Please note that, when you are accused of any misconduct you are liable to be suspended from service pending enquiry. You shall not put the Company in any financial obligations over and above your deputed powers.

10. **Secrecy:** You shall not divulge, part with in any manner, particulars and details of Manufacturing Process, Technical Know-how, Security, Administration & Organizational matters pertaining to the Company which you may gain during the course of your employment with us to any individuals, firms and institutions even after your leaving service.

11. **Postal Address for communication:** The Company will address correspondence to be as notified by you at the time of your appointment for all the communications. All Correspondence and communication at the said address will amount to due notice to you. In case of any change in address you are required to report to the Management of the same in writing within **three** days of such change.



12. **Safe Keeping of the Company's Assets:** You will be responsible for safe keeping and return in good condition the property or assets of the firm, if any, entrusted to you and you will be liable to account for the same.
13. The Company expects you to work with a high standard of initiative, diligence, efficiency and economy in the section / department in which you are placed.
14. For the matters not specified in this contract you will be governed by the rules & regulations of the Company from time to time as applicable for your category of employees.
15. The Management may transfer you to work in any other section/plant / department or unit of the Company anywhere in India as it may consider necessary in its discretion from time to time. You shall not be entitled to question the correctness or otherwise of the decision of the Management in this regard. Refusal to carry out such transfer order will amount to misconduct & it will also mean repudiation of contract of service on your part.
16. You will devote full time to work of the Company and will not undertake any direct / indirect business or work honorary or remuneratory and also not join any Educational Institution, School or College except with the prior permission of the Management.
17. **Supervision / Control:** You shall work under the supervision and control of such persons as decided by the Company from time to time.
18. **Hours of Work, Attendance and Weekly off** You shall work as required by the Company from time to time without any extra payment and also be required to attend duties on Holiday/Weekly off days as per exigencies of work.
19. **Additions / Alterations:** You shall in addition to the General Service condition as specifically stated herein above be governed by other Rules, Regulations, Practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the Company from time to time.
20. The review of your salary and / or regular appointment will be considered on the satisfactory performance **FOR 12 MONTHS**. During this period, you will be trained in Testing, Integration, Support & Project execution, you will be evaluated in each of the departments, and you are expected to perform well at least in 3 of the 4 departments to consider your permanent employment, company will reserve rights to assign jobs with in the 4 departments as per manager recommendation.
21. You are required to submit your original certificates of your academic qualifications to the company at the time of joining. The same will be returned at the time of your leaving the service of the company fulfilling the required formalities.
22. Please return the Duplicate copy of this letter duly signed in token of your having accepted the terms and conditions of the appointment within seven (7) days of receipt of this letter.

Thanking you,

Yours faithfully,

For THRIKASA TECHNOLOGIES



(D. Venkateswar Rao)



Accepted
Prasad
15/05/2024

THRIKASA TECHNOLOGIES

Corporate Office: 3-5-874/6/5, Hyderguda, Hyderabad - 500029 Ph: +91-40-23260434, Fax: +91-40-23221045
E-Mail: hydsales@thrikasa.in, support@thrikasa.in www.thrikasa.in GST 36AACFT8186A1Z5 MSME 360051202349



03-Sep-2024

Dear Vavilala Rohitha Raga,
B.E., Electrical & Electronics Engineering
Chaitanya Bharathi Institute of Technology, Hyderabad

Candidate ID – 29854875

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

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

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

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

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

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

Please note:

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

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

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

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

4. Training - Post Joining Cognizant:

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

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

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

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

Employees State Insurance:

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

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

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

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

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

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

Annexure B

Employment Agreement – Cognizant Technology Solutions India Private Limited

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

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

AND

Vavilala Rohitha Raga, 21, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

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

violate any agreement or obligations that you have with them.

4. Confidentiality

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

5. Data Protection

By signing below,

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

6. Work Schedule

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

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

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

7. Background Check

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

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

8. Compliance with Company Policies

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

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

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

9. Non-Compete and Non-Solicit Restrictions

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

10. Representations and Warranties

By signing below,

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

Company;

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

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

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

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

16. Deputation, Assignment and Transfer

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

17. Survival

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

18. Dispute Resolution and Governing law

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

19. General

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

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

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

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

Cognizant Technology Solutions India Private Limited Vavilala Rohitha Raga



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Date: **21/06/2024**

Hyderabad

Sagarika Merugu

C/O: Merugu Bhaskar, 19-652,
NTR Nagar, Mancherial, Mancherial,
Telangana- 504208

PERSONAL & CONFIDENTIAL

Sub: Offer of Employment

Dear **Sagarika**,

Based on your academic qualifications and the results of the interview, we ('the Company') are pleased to offer you the position of **Application Engineer**.

- This offer is being made in good faith based on the information and documents provided by you during the recruitment process. Your academic certificates need to be produced in the original for verification on or before the joining date failing which, the Company, in its sole discretion, may withdraw or cancel this offer.
- The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. In case of any discrepancies found with the information or documents or if the results of such background checks are found to be unsatisfactory, the Company, in its sole discretion, may withdraw or cancel this offer.
- You will be entitled to receive compensation and benefits as listed in **Annexure**.
- The date of joining will be on or before **June 25, 2024**.
- Your employment will be governed by the terms and conditions of the Employment Agreement which will be issued to you on the date of joining.
- Your job duties and responsibilities will be in accordance with **Annexure along with the Roles & Responsibility Statement** which will be issued to you on your date of joining.
- You shall keep the contents of this offer and all other documents hereto confidential and are not to be disclosed to any third party.



Registered Office:
CADFEM India Pvt. Ltd.
6-3-191/C/1, Tower 2, 6th Floor, Fortune-9,
Rajbhavan Road, Somajiguda,
Hyderabad - 500082, Telangana, India
T: 040 49481000 | M: +91 7673992007
E: info@cadfem.in
W: www.cadfem.in

CADFEM INDIA Office:
Hyderabad (HQ) | Pune | Bengaluru | Chennai
| Gurugram | Coimbatore

CADFEM Global Offices:
Austria | China | Czech Republic | Slovakia
| France | Germany | India | Ireland | North
Africa | Poland | Russia | Singapore |
Switzerland | UK | USA (CA) | Malaysia |

Registration Information:
CIN: U74999TG2007FTC053921
PAN: AADCC0799C
TAN: HYDC03300D
TIN: 36060076499
MSME: UDYAM-TS-02-0015670
GSTIN : 36AADCC0799C1ZS



Bank Account Information:
Beneficiary Bank: HSBC Ltd.
Beneficiary Name: CADFEM India Pvt Ltd
INR Account No.: 082-710641-001
EUR Account No.: 082-710641-512
USD Account No.: 082-710641-511
IFSC: HSBC0500002
SWIFT: HSBCINBB

Please acknowledge your acceptance of our offer by signing and returning a duplicate copy of this letter within 24 hours of this letter.

For any questions about this offer or for the ones during the joining period, you are encouraged to contact hr@cadfem.in, +91 40-49481003.

We strongly believe that your valued contributions will help the Company to achieve greater heights.

With Best Regards

For CADFEM India Private Limited

C. Madhukar

Authorized Signatory



I have read and understood the terms of this Offer of Employment and all annexure thereto. I accept this employment letter and my date of joining is **25-June-2024**.

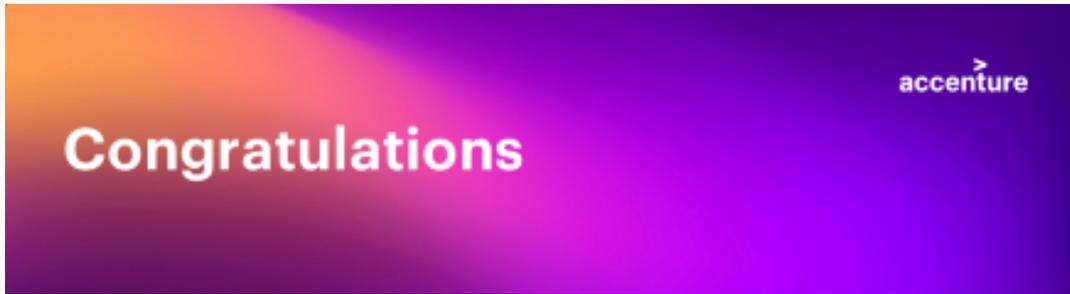
Signature

Signature

Date:

Full Name:

Visa



14 June 2024

C06294735

Vaspari Shivani

Central bank colony, road no:4D,H no:3-9-157/4

Dear Vaspari Shivani,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12

Job Title - **Packaged App Development Associate**

Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

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

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

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

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

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

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

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

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

Important to note:

Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Vaspari, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Mr Mohamed S Althaf at campus.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C

Managing Director and Lead, Human Resources, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature {{Sig_es_:_signer1:signature}}
Vaspari Shivani

Date: {{Dte_es_:_signer1:date}}

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 32,555/-
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 435,655/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

***Total Cash Compensation Elements**

Annual Fixed Compensation**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities. *As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

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

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

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

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

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

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

Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer

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

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

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

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

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

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

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

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

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

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

JOINING BONUS

You would receive a discretionary joining bonus of **INR 25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

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

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

Please note:

- Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:

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

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

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

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

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

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

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

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

Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE 2 : REQUIRED DOCUMENTATION

- Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
- PAN card copy (mandatory to be submitted on day 1)
- Document/s containing start date and end date of the last two employers
- Copy of Degree/PG/Diploma (wherever applicable) certificates
- Copy of all semester mark sheets (last semester mandatory)
- Relieving Letters from previous employer
- UAN Number and PF Statement for your last two employments before Accenture
- Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
- Experience Certificate from 2 previous employers (if relieving letters not submitted)
- Passport copy , if available (if not please apply immediately)
- Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]
- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

- I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Vaspari Shivani

Date: {{Dte_es_:_signer1:date}}

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

APL/API/AL/2024-25/5509
Date: 12.07.2024

To
Mr. Bharath Pattepu,
1-37, Hegdoli, Kotagiri mandal,
Kotagiri mandal,
Nizamabad, Telangana - 503207
Ph.No:8341024029.

Sub: - LETTER OF APPOINTMENT

With reference to your application and subsequent interview you had with us, we have pleasure in appointing you for the position of **Executive (GET-8) – Projects**, in the Executive grade of "E1", in our company on the following terms and conditions:

1. The place of posting will be at our Sy.No.350, 351, 353, 354-358, 361- 375, 380-382 ,A.V. Nagaram Village, Thondangi Mandal, East Godavari District, Andhra Pradesh - 533447
2. You will be paid Monthly Salary, annual and statutory benefits as per the attached Annexure – I and rules of the company applicable to your cadre periodically.
3. You shall disclose pre-existing ailments voluntarily before joining the Company. However, this appointment and your continuance in the employment are subject to you being found medically, physically and mentally fit, that are required to discharge your functional responsibilities, by the authorized Medical Officer of the Company.
4. You shall be on probation for a period of Twelve months from the date of joining which may be extended at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully. During the probation period if your performance is found to be not satisfactory, your services are liable for termination without assigning any reasons whatsoever.
5. Your appointment is further subject to verification of the particulars furnished by you on the 'Application Form for Employment' and other documents submitted by you. In case any particulars mentioned by you and/or other documents, which you have submitted at the time of interview or joining or thereafter are found to be false or incorrect, your services during probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
6. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof, after confirmation.
7. The training that will be imparted to you during your service period involves considerable expenditure, both direct, indirect, financial and un-liquidated. The training substantially improves your professional standing, job skill and technology awareness as company offers abundant learning opportunities. Since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company and to recover its expenditure as well as seek penalty for non-fulfilment of the terms of employment. In consideration of the training to be imparted by the Company, you shall agree and undertake irrevocably to serve the Company for a period not less than 3 years, by not leaving the services of the Company.
8. Acceptance of this offer also confirms your consent to the Company, to carry out necessary background verification/checks on your academic credentials, previous employment and other records etc by a third party Service Provider/ internal HR team. Submission of inappropriate/false information by you will lead to termination of your employment without any notice followed by appropriate legal proceedings.

CIN No. U24299AP2020PTC116443

LYFIUS PHARMA PRIVATE LIMITED

PAN No. AAEL4415B

Regd. Off.: Unit14, JN Pharma City, Plot No. 17, RNo.10,11 & 19,20, E Bonangi Vig. Visakhapatnam - 531021, Andhra Pradesh, India

Tel : +91 8924-236171, 8924-236191

Plant Address : Sy.No.350, 351, 353, 354-358, 361- 375, 380-382, A.V. Nagaram (V), Kakinada SEZ area, Thondangi (M), Kakinada District – 533449, Andhra Pradesh, India

Corp. Off.: Galaxy, Floors: 22-24, Plot No.1, Survey No. 83/1, Hyderabad Knowledge City, Raidurg Panmaktha, Ranga Reddy District, Hyderabad - 500 032, Telangana, India. Tel : +91 40 6672 5000 / 6672 1200 Fax : +91 40 6707 4044.



aarvee associates

architects engineers & consultants pvt. ltd.

An ISO 9001:2015 Certified Company

Ref: AA/HRD/HO/GTE/24-25/APT/4039

26th August 2024

To,
Mr. MD Ferdoues,
#1-2-174, Krishna Nagar,
Jagtial, Karimnagar, Telangana – 505 327.
Mobile No.: 9701946360, e-mail: ferdoues053@gmail.com

Sub: Employment Offer Letter.

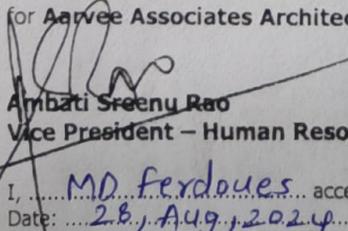
Dear Mr. MD Ferdoues,

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

1. You will be under probation for a period of three months from the date of joining and your services can be regularized upon successful completion of probation period.
2. You will be required to execute a "Service Agreement" upon your joining. Details of the "Service Agreement" is herewith enclosed.
3. During the probation period, you will be on a monthly salary of Rs. 27,500/- (Twenty Seven Thousand Five Hundred only), as mutually agreed during our discussions, which will be subject to deductions for Provident fund, Professional tax, Income tax etc. Your salary includes all allowances for accommodation, conveyance, leave travel etc.
4. Upon successful completion of the probation period and based on your performance during the period your salary will be fixed up to maximum of Rs. 35,000/- (Thirty Five Thousand only) per month.
5. In addition to the above, you will be eligible for an annual incentive of Rs. 22,500/- based on your performance during the service period and the same will be paid after successful completion of service period of twelve (12) months.
6. You shall keep your salary details strictly confidential.
7. You are required to submit copies of the following documents on or before of your joining.
 - Birth certificate (Self attested).
 - Qualification certificates (Self attested).
 - Experience certificates (if any).
 - Two Passport size photographs.
 - Copy of PAN and Aadhar card (Self attested).
 - Attached Personal Data Sheet duly filled.
 - Bank account details for salary credit.
8. A detailed appointment letter will be issued to you at the time of joining, on submission of above said documents.
9. In case of any dispute, the courts of Hyderabad alone shall have jurisdiction.
10. In case you intend to terminate this employment contract with Aarvee Associates, you have to serve one month prior notice. On regularization of your services, you have to serve three months' notice. In the event of your inability to serve one/three months' notice period, you shall compensate the employer with an amount equivalent to one/three months' gross salary, as the case maybe.
11. You will be joining at our Corporate Office, Hyderabad at the earliest.
12. In the event of any information given in your application/bio-data being found incorrect in any respect, this offer may be held void and liable to be cancelled forthwith besides any other action management may initiate.
13. Please sign the duplicate copy of the employment offer letter as a token of acceptance and submit within seven working days, failing which this employment offer letter stands cancelled.

Wishing you all the best,

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


Ambati Sreenu Rao
Vice President – Human Resources

Employment offer acceptance

I, MD Ferdoues accept this employment offer and will be joining office on 02 Sept, 2024
Date: 28, Aug, 2024 Signature: (ferdoues)

Gajwari Sai Kiran
Hyderabad, Telangana.

Dear Gajwari Sai Kiran ,

We are delighted to extend an offer of employment to you for the position of "Associate Engineer" at **CtrlS Datacenters Limited**. We are excited about the potential you bring to our organization and look forward to your contributions.

Please review the following terms and conditions of your employment with us:

1. Your remuneration and other emoluments will be as per the details provided in Annexure A annexed hereto.
2. You will be posted at Hyderabad or such other location as is designated by the Company from time to time.
3. You would report to your seniors or as assigned by the management from time to time during your employment.
4. As an employee of the Company, you will have access to confidential and proprietary information. You will be required to sign a separate confidentiality and non-disclosure agreement to protect the sensitive information of the Company, its clients, and partners.
5. **Training Period:** You will be required to undergo a comprehensive training program as a part of your employment with the Company. The duration of the training program shall be for 2 (two) months (**Training Period**).
6. **Probationary Period:** You would be responsible for all the objectives/ targets set by your reporting authorities, which are considered for evaluation of your probation period for six (6) months or any extension thereof at the discretion of the Company (**Probationary Period**). This Probationary Period shall start after the completion of the Training Period. During the Probation Period, your performance will be evaluated to determine your suitability for the role. During the Probation Period, the Company shall be entitled to terminate your services by giving a 15-day notice period or salary in lieu thereof. During the Probation Period, you can terminate your employment with one (1) month notice.
7. **Termination:** Termination of employment may occur due to resignation, termination for cause, or as otherwise outlined in our company policies and/or detailed employment agreement. After completion of the Probation Period, either Party may terminate the Employment Agreement by issuing three (3) months' notice or salary in lieu-of notice.
8. A detailed Employment Agreement, outlining further terms and conditions of your Employment, will be executed between you and the Company.
9. Your appointment will be subject to a satisfactory and positive background verification check as conducted by an appointed 3rd party. In the eventuality of your background check not being positive, you will lose a lien on this appointment, irrespective of whether you have joined us or not.
10. Please review this offer letter carefully. If you accept our offer, please sign and return a copy of this letter within five (5) working days of receipt of the offer letter.

Strictly Confidential



Please sign a copy of this letter as a token of your acceptance of the offer and return the same for our records. Please also convey the exact date of your joining the Company in writing/ return email.

Thanking you,

Yours faithfully

For CtrlS Datacenters Limited

I accept the above offer


Signature

P. Rajani Reddy
Authorized Signator

Annexure A

Please note that compensation is a purely confidential matter between an employee and the Company.

During Training:

During the training period, you will receive **Rs. 10,000** (Ten Thousand rupees only) as stipend per month.

Post-completion of Training:

Name	Gajwari Sai Kiran
Designation	Associate Engineer
Grade	L0
Fixed Sal Per annum	506400
Performance Linked Pay	72000
PF Employer Per annum	21600
Total CTC Sal per annum	600000

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	17600	Basic	211200
HRA	11000	HRA	132000
LTA	5000	LTA	60000
Special Allowance	8600	Special Allowance	103200
A. Fixed Salary	42200	A. Fixed Salary	506400
B. Performance Linked Pay	6000	B. Performance Linked Pay	72000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
D. Employer ESIC	0	D. Employer ESIC	0
Total CTC (A+B+C+D)	50000	Total CTC (A+B+C+D)	600000

Other Perks	Limit (P.A)	Coverage
Medical Insurance Coverage	300000	Employee, Spouse and 2 Children
Life Term Insurance	1000000	
Accidental Insurance	2500000	

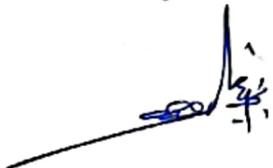
APL/API/AL/2024-25/5532
Date: 12.07.2024

To
Mr. Sai Tharun Doppa.
Hospital street
Ponduru, Srikakulam
Andhra Pradesh- 532168
Ph.No:7995519499.

Sub: - LETTER OF APPOINTMENT

With reference to your application and subsequent interview you had with us, we have pleasure in appointing you for the position of **Executive (GET-8) – Maintenance**, in the Executive grade of "E1", in our company on the following terms and conditions:

1. The place of posting will be at our Unit- 4U, situated at Survey No.59-61, Pydibhimavaram Village, Ranasthalam Mandal, Srikakulam District, A.P.
2. You will be paid Monthly Salary, annual and statutory benefits as per the attached Annexure – I and rules of the company applicable to your cadre periodically.
3. You shall disclose pre-existing ailments voluntarily before joining the Company. However, this appointment and your continuance in the employment are subject to you being found medically, physically and mentally fit, that are required to discharge your functional responsibilities, by the authorized Medical Officer of the Company.
4. You shall be on probation for a period of Twelve months from the date of joining which may be extended at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully. During the probation period if your performance is found to be not satisfactory, your services are liable for termination without assigning any reasons whatsoever.
5. Your appointment is further subject to verification of the particulars furnished by you on the 'Application Form for Employment' and other documents submitted by you. In case any particulars mentioned by you and/or other documents, which you have submitted at the time of interview or joining or thereafter are found to be false or incorrect, your services during probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
6. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof, after confirmation.
7. The training that will be imparted to you during your service period involves considerable expenditure, both direct, indirect, financial and un-liquidated. The training substantially improves your professional standing, job skill and technology awareness as company offers abundant learning opportunities. Since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company and to recover its expenditure as well as seek penalty for non-fulfilment of the terms of employment. In consideration of the training to be imparted by the Company, you shall agree and undertake irrevocably to serve the Company for a period not less than 3 years, by not leaving the services of the Company.
8. Acceptance of this offer also confirms your consent to the Company, to carry out necessary background verification/checks on your academic credentials, previous employment and other records etc by a third party Service Provider/ internal HR team. Submission of inappropriate/false information by you will lead to termination of your employment without any notice followed by appropriate legal proceedings.



Adla Manoj Reddy
Hyderabad, Telangana.

Dear Adla Manoj Reddy,

We are delighted to extend an offer of employment to you for the position of “**Associate Engineer**” at **CtrlS Datacenters Limited**. We are excited about the potential you bring to our organization and look forward to your contributions.

Please review the following terms and conditions of your employment with us:

1. Your remuneration and other emoluments will be as per the details provided in Annexure A annexed hereto.
2. You will be posted at Hyderabad or such other location as is designated by the Company from time to time.
3. You would report to your seniors or as assigned by the management from time to time during your employment.
4. As an employee of the Company, you will have access to confidential and proprietary information. You will be required to sign a separate confidentiality and non-disclosure agreement to protect the sensitive information of the Company, its clients, and partners.
5. **Training Period:** You will be required to undergo a comprehensive training program as a part of your employment with the Company. The duration of the training program shall be for 2 (two) months (**Training Period**).
6. **Probationary Period:** You would be responsible for all the objectives/ targets set by your reporting authorities, which are considered for evaluation of your probation period for six (6) months or any extension thereof at the discretion of the Company (**Probationary Period**). This Probationary Period shall start after the completion of the Training Period. During the Probation Period, your performance will be evaluated to determine your suitability for the role. During the Probation Period, the Company shall be entitled to terminate your services by giving a 15-day notice period or salary in lieu thereof. During the Probation Period, you can terminate your employment with one (1) month notice.
7. **Termination:** Termination of employment may occur due to resignation, termination for cause, or as otherwise outlined in our company policies and/or detailed employment agreement. After completion of the Probation Period, either Party may terminate the Employment Agreement by issuing three (3) months’ notice or salary in lieu-of notice.
8. A detailed Employment Agreement, outlining further terms and conditions of your Employment, will be executed between you and the Company.
9. Your appointment will be subject to a satisfactory and positive background verification check as conducted by an appointed 3rd party. In the eventuality of your background check not being positive, you will lose a lien on this appointment, irrespective of whether you have joined us or not.
10. Please review this offer letter carefully. If you accept our offer, please sign and return a copy of this letter within five (5) working days of receipt of the offer letter.



Please sign a copy of this letter as a token of your acceptance of the offer and return the same for our records. Please also convey the exact date of your joining the Company in writing/ return email.

Thanking you,

I accept the above offer

Yours faithfully

For **CtrlS Datacenters Limited**

Signature

P. Rajani Reddy
Authorized Signator

Annexure A

Please note that compensation is a purely confidential matter between an employee and the Company.

During Training:

During the training period, you will receive **Rs. 10,000** (Ten Thousand rupees only) as stipend per month.

Post-completion of Training:

Name	Adla Manoj Reddy
Designation	Associate Engineer
Grade	L0
Fixed Sal Per annum	418404
Performance Linked Pay	60000
PF Employer Per annum	21600
Total CTC Sal per annum	500000

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	14667	Basic	176004
HRA	9167	HRA	110004
LTA	5000	LTA	60000
Special Allowance	6033	Special Allowance	72396
A. Fixed Salary	34867	A. Fixed Salary	418404
B. Performance Linked Pay	5000	B. Performance Linked Pay	60000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
D. Employer ESIC	0	D. Employer ESIC	0
Total CTC (A+B+C+D)	41667	Total CTC (A+B+C+D)	500000

Other Perks	Limit (P.A)	Coverage
Medical Insurance Coverage	300000	Employee, Spouse and 2 Children
Life Term Insurance	1000000	
Accidental Insurance	2500000	



OFFER LETTER

NAME: PENCHALA SHASHANK			
POST: ENGINEER – TRAINEE (R&D)		Emoluments in Rupees	
S.NO	SALARY HEAD	PER MONTH	PER ANNUM
I	STIPEND	31,000.00	
II	Gross Salary	31,000.00	3,72,000.00
1	*LTC		9,322.00
2	MEDICLAIM		27,867.00
3	**MEDICAL REIMBURSEMENT		8,949.00
4	***SSS/EDLI		5,868.00
5	PF 12% COMPANY CONTRIBUTION		21,600.00
6	****GROUP GRATUITY		10,756.00
7	*****PCI		33,480.00
	COST TO COMPANY PER ANNUM		4,89,842.00
	COST TO COMPANY PER MONTH	40,821.00	

NOTE :

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

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

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

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

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

for MEDHA SERVO DRIVES PVT. LTD.,

**VIRESH KUMAR
GENERAL MANAGER – HR**



Ref: TT/24-25/ET/Appt./04

May 04, 2024

To
Mr. Shiva Nandu Malkam
2-11-34, Bobbili Veedhi,
Weekly Bazaar, Nizamabad,
Telangana, PIN: 503001
E-Mail: shivanandu264@gmail.com
Mob: 91-9652376728

Dear Mr. Shiva Nandu,

With reference to your application and subsequent interview you had with us, we are pleased to offer you an appointment on the following Terms & Conditions.

1. **Position** : **ENGINEER TRAINEE**
2. **Salary** : **Rs.3,60,000 – Annual CTC**
(subject to statutory deductions in force)

3. **Effective Date of Appointment** :
You are requested to join duty immediately, but **not later than 15-05-2024**. In case you do not report for duty by this date, this offer stands withdrawn automatically unless extended by the Management in writing.

4. **Training cum Probation:** You will be on Probation for a period of **6 months**, subject to further extension if deemed necessary by the Management. Unless an order confirming you is passed in writing, you shall not be deemed to have been confirmed.

5. **Notice of Termination:** During the probation period, your services can be terminated without notice and after confirmation, one month's notice or payment in lieu thereof on either side is required.

6. You will keep yourself fully acquainted with or ensure due compliance of all the laws, orders, rules, regulations, directives and other legal requirements concerning the various duties assigned to you from time to time and you will be personally responsible for any infringement or non-compliance of said laws, rules etc.

7. You shall not absent from duty without prior permission. In case, you absent yourself from duty **for 8 (Eight)** continuous days without prior permission, you will lose the lien on the job, and this would amount to your automatic termination of service. Similarly in case if you overstay the sanctioned leave for more than 8 days you would lose lien on your job.

8. If in any case you lose lien on your appointment as above you shall be deemed to have voluntarily relinquished the service of the establishment with effect from the date you were to resume your duty and your services shall automatically be terminated without any obligation whatsoever on the part of the establishment.

9. Please note that, when you are accused of any misconduct you are liable to be suspended from service pending enquiry. You shall not put the Company in any financial obligations over and above your deputed powers.

10. **Secrecy:** You shall not divulge, part with in any manner, particulars and details of Manufacturing Process, Technical Know-how, Security, Administration & Organizational matters pertaining to the Company which you may gain during the course of your employment with us to any individuals, firms and institutions even after your leaving service.

11. **Postal Address for communication:** The Company will address correspondence to be as notified by you at the time of your appointment for all the communications. All Correspondence and communication at the said address will amount to due notice to you. In case of any change in address you are required to report to the Management of the same in writing within **three** days of such change.



GULF MARVEL PVT. LTD.

Date of Issue :16.03.2024

To

Shaik Ayesha Farheen
CBIT Roll No. 160120734062
Engg Branch: EEE.

Subject: Offer of Internship leading to employment - reg.

Dear Shaik Ayesha Farheen,

GULF MARVEL PVT LTD., is pleased to make you an offer of Internship leading to employment based on our recent interaction., your profile and performance in the selection process. You have been selected for the position of **Intern - Engineering** based in Hyderabad. Your Stipend during internship including all benefits is mentioned in Annexure A.

As an Engineering Intern, you will be working closely with our experienced engineering team on various projects and tasks, providing you with hands-on experience and exposure to real-world engineering challenges. Internship benefits also include the following:

- Mentorship from experienced engineers
- Exposure to cutting-edge technologies and industry practices
- Networking opportunities with professionals in the field
- Opportunities for skill development and growth

You will be on the GULF MARVEL full time employment after successful completion of degree and six months of internship/probation respectively. Your CTC during full time employment including all benefits is mentioned in Annexure-B. Upon completion of internship/probation period for the first six months, you will be assessed and based on your performance you will either be taken into permanent employment or your internship/probation will be extended or your employment contract will be terminated. Upon completion of the internship/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 internship/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 and the Information Security Understanding 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 digitally 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 three working days on receipt of this letter and with the joining date on**3rd June**.....**2024.** (Preferably the very next day on completion of the Final Sem exams) This offer will lapse automatically after 3 days from the date of Issue.

We look forward to you joining our team. If you wish to discuss any details 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 as of now and later on there will be site visits based on project requirements and your base location will be GULF MARVEL Hyderabad
3. **Mobility:** GULF MARVEL 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 a yearly basis as per company policies.
5. **Alternative Employment:** As a full-time employee of GULF MARVEL, you are not permitted to undertake any other business or employment, assume any public office, honorary or remunerative, without the written permission of GULF MARVEL
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 GULF MARVEL and its clients.
7. **Notice Period:** During your internship/probation period, GULF MARVEL can terminate the appointment by giving 60 calendar days' written notice. If you would like to give a notice of resignation during internship/ probation, you can do so by providing a 60 calendar days' written notice to facilitate the hiring of a suitable replacement for your position.
 - a. After Internship/Probation GULF MARVEL can terminate the appointment by giving 60 calendar days' written notice or basic salary in lieu of the notice.
 - b. After internship/probation of your employment with GULF MARVEL, 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.

GULF MARVEL 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 GULF MARVEL Clients without the prior written consent of the Client or GULF MARVEL 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. The company or a hired agency may conduct 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, a 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) & Permanent Address

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 GULF MARVEL 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 three 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 an 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 12 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 GULF MARVEL in withdrawing this offer letter at its sole discretion.

We look forward to having you on board.

Yours Sincerely,
For **GULF MARVEL PVT LTD.**

Syed Murtuza Ali
General Manager

Encl: Annexure A & B

Acceptance of Offer

I, Shaik Ayesha Farheen, hereby accept the

position and all the terms of
Internship/Employment specified in this offer
letter and confirm my joining date as
03/06/2024

SK. Ayesha Farheen

Signature

Name Shaik Ayesha Farheen
Date: 23/3/2024

Annexure - A: Proposed internship fee Structure

Name	Shaik Ayesha Farheen
Designation	Intern – Engineering
Stipend offered during Internship	Rs.15,000/- per month.

Annexure - B: Proposed Salary Structure

Name	Shaik Ayesha Farheen
Designation	Engineer – Technical
Employment CTC	Rs.3,00,000/- 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 after Internship/probation.
- Please send your queries to mirza@qulfmarvel.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, Shaik Ayesha Farheen hereby accept the position of Intern and the compensation as specified in this annexure and confirm my joining date as 03/06/2024

SK. Ayesha Farheen

Signature

Date: 23/03/2024

Enzyme Office - Alpha HSR 6 - Coworking space in HSR layout
1st floor 1113, 6th Main Rd, Syndicate Bank Colony, Sector 7, HSR
Layout, Bengaluru, Karnataka 560102
(CIN: U74999KA2021PTC143276)
(M)9663454129. Email: placements@rinex.ai

December 21, 2023

INTERNSHIP CONFIRMATION LETTER

Subject: Regarding the Internship Confirmation at Rinex

Dear JAYASRI DHARMASOTH

Welcome to Rinex Technologies Private Limited. The purpose of this letter is to confirm your appointment to the position of Inside Sales Strategist Intern in Rinex. The effective date of your hire by January 01, 2024

The performance pay for the internship period is up to Rs. 15000/- considering the working days as Inside Sales Strategist Interns.

Here are the terms of the Internship while working with Rinex:

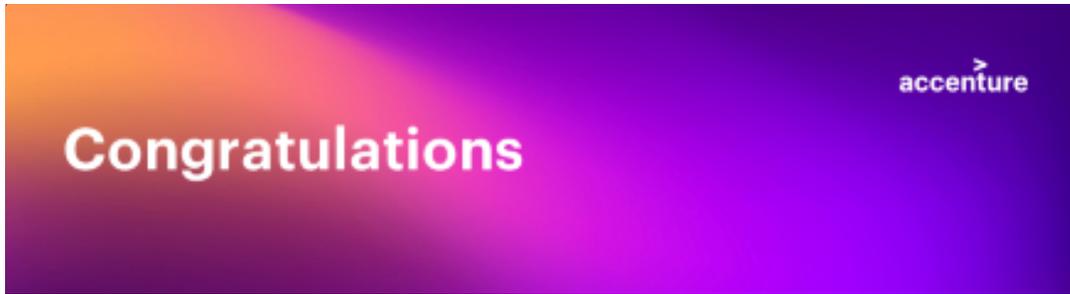
- The duration of the internship will be for 4 months from the date of joining. You will have to complete 2 months of mandatory internship period to be eligible for the Internship Certificate.
- Interns will not be entitled to any other benefits from the company during this tenure.
- After joining, the first 7 days of training are unpaid.
- Intern performance will be evaluated on a regular basis.
- During the internship, you are required to abide by the Rinex Code of Conduct and Rinex Internship Policy prescribed by the Company to all Interns.

Yours Sincerely,



Nirmala D
Talent Acquisition Team
On Behalf of Rinex

Signature



28 February 2024

C06294677

Anthannagari Navya Vaishnavi

H No 1-25-17/1, plot no-45, Venkataramana Enclave, Subhashnagar, Gollaguda Kaman, Trimulgherry p.o, Secunderabad

Dear Anthannagari Navya Vaishnavi,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Management Level - 12

Job Title - **Packaged App Development Associate**

Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 Remote working condition - Declaration
- Annexure 4 for declaration
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks,

which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

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

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

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

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

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

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

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

Important to note:

Your joining the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Anthannagari, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Harsh Rajesh jain at <https://indiacampus.accenture.com/myzone/accenture/auth/login> should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature 
Anthannagari Navya Vaishnavi

Date: Feb 29, 2024

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential	8.5%
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,800/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 421,955/-
(D)##Additional Discretionary WFH Benefits/Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0% to 8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

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

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

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
 - b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
 - c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse /partner and 4 dependent children
 - 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your annual fixed compensation.
 - a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
 - a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

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

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

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

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

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

JOINING BONUS

You would receive a discretionary joining bonus of **INR 25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

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

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

Please note:

- Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.

- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

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

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

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

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

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

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

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

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE 2 : REQUIRED DOCUMENTATION

- Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
- PAN card copy (mandatory to be submitted on day 1)
- Document/s containing start date and end date of the last two employers
- Copy of Degree/PG/Diploma (wherever applicable) certificates
- Copy of all semester mark sheets (last semester mandatory)
- Relieving Letters from previous employer
- UAN Number and PF Statement for your last two employments before Accenture
- Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
- Experience Certificate from 2 previous employers (if relieving letters not submitted)
- Passport copy , if available (if not please apply immediately)
- Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]
- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

- I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Anthannagari Navya Vaishnavi

Date: Feb 29, 2024

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Dandu Niharika

Hyderabad, Telangana.

Dear Dandu Niharika,

We are delighted to extend an offer of employment to you for the position of “**Associate Engineer**” at **CtrlS Datacenters Limited**. We are excited about the potential you bring to our organization and look forward to your contributions.

Please review the following terms and conditions of your employment with us:

1. Your remuneration and other emoluments will be as per the details provided in Annexure A annexed hereto.
2. You will be posted at Hyderabad or such other location as is designated by the Company from time to time.
3. You would report to your seniors or as assigned by the management from time to time during your employment.
4. As an employee of the Company, you will have access to confidential and proprietary information. You will be required to sign a separate confidentiality and non-disclosure agreement to protect the sensitive information of the Company, its clients, and partners.
5. **Training Period:** You will be required to undergo a comprehensive training program as a part of your employment with the Company. The duration of the training program shall be for 2 (two) months (**Training Period**).
6. **Probationary Period:** You would be responsible for all the objectives/ targets set by your reporting authorities, which are considered for evaluation of your probation period for six (6) months or any extension thereof at the discretion of the Company (**Probationary Period**). This Probationary Period shall start after the completion of the Training Period. During the Probation Period, your performance will be evaluated to determine your suitability for the role. During the Probation Period, the Company shall be entitled to terminate your services by giving a 15-day notice period or salary in lieu thereof. During the Probation Period, you can terminate your employment with one (1) month notice.
7. **Termination:** Termination of employment may occur due to resignation, termination for cause, or as otherwise outlined in our company policies and/or detailed employment agreement. After completion of the Probation Period, either Party may terminate the Employment Agreement by issuing three (3) months’ notice or salary in lieu-of notice.
8. A detailed Employment Agreement, outlining further terms and conditions of your Employment, will be executed between you and the Company.
9. Your appointment will be subject to a satisfactory and positive background verification check as conducted by an appointed 3rd party. In the eventuality of your background check not being positive, you will lose a lien on this appointment, irrespective of whether you have joined us or not.
10. Please review this offer letter carefully. If you accept our offer, please sign and return a copy of this letter within five (5) working days of receipt of the offer letter.



Please sign a copy of this letter as a token of your acceptance of the offer and return the same for our records. Please also convey the exact date of your joining the Company in writing/ return email.

Thanking you,

I accept the above offer

Yours faithfully

For **CtrlS Datacenters Limited**

Signature

P. Rajani Reddy
Authorized Signator

Annexure A

Please note that compensation is a purely confidential matter between an employee and the Company.

During Training:

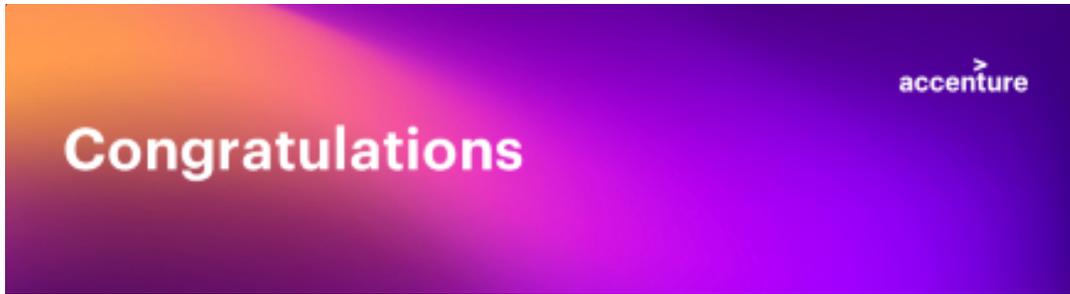
During the training period, you will receive **Rs. 10,000** (Ten Thousand rupees only) as stipend per month.

Post-completion of Training:

Name	Dandu Niharika
Designation	Associate Engineer
Grade	L0
Fixed Sal Per annum	418404
Performance Linked Pay	60000
PF Employer Per annum	21600
Total CTC Sal per annum	500000

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	14667	Basic	176004
HRA	9167	HRA	110004
LTA	5000	LTA	60000
Special Allowance	6033	Special Allowance	72396
A. Fixed Salary	34867	A. Fixed Salary	418404
B. Performance Linked Pay	5000	B. Performance Linked Pay	60000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
D. Employer ESIC	0	D. Employer ESIC	0
Total CTC (A+B+C+D)	41667	Total CTC (A+B+C+D)	500000

Other Perks	Limit (P.A)	Coverage
Medical Insurance Coverage	300000	Employee, Spouse and 2 Children
Life Term Insurance	1000000	
Accidental Insurance	2500000	



01 March 2024

C06294712

Arukonda Pallavi

House no:1-22, Village: Chinnakalvala,BC colony , mandal: Sulthanabad, district: Peddapalli, Telangana.

Dear Arukonda Pallavi,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Management Level - 12

Job Title - **Packaged App Development Associate**

Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 Remote working condition - Declaration
- Annexure 4 for declaration
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks,

which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

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

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

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

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

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

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

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

Important to note:

Your joining the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Arukonda, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact CHAITRA H S at <https://indiacampus.accenture.com/myzone/accenture/auth/login> should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature *Pallavi . A*
Arukonda Pallavi

Date: Mar 1, 2024

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential	8.5%
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,800/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 421,955/-
(D)##Additional Discretionary WFH Benefits/Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0% to 8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

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

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

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
 - b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
 - c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse /partner and 4 dependent children
 - 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your annual fixed compensation.
 - a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
 - a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

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

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

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

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

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

JOINING BONUS

You would receive a discretionary joining bonus of **INR 25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

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

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

Please note:

- Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.

- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

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

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

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

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

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

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

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

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE 2 : REQUIRED DOCUMENTATION

- Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
- PAN card copy (mandatory to be submitted on day 1)
- Document/s containing start date and end date of the last two employers
- Copy of Degree/PG/Diploma (wherever applicable) certificates
- Copy of all semester mark sheets (last semester mandatory)
- Relieving Letters from previous employer
- UAN Number and PF Statement for your last two employments before Accenture
- Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
- Experience Certificate from 2 previous employers (if relieving letters not submitted)
- Passport copy , if available (if not please apply immediately)
- Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]
- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

- I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Arukonda Pallavi

Date: Mar 1, 2024

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Mallaiahgari Pavani
Hyderabad, Telangana.

Dear Mallaiahgari Pavani ,

We are delighted to extend an offer of employment to you for the position of “**Associate Engineer**” at **CtrlS Datacenters Limited**. We are excited about the potential you bring to our organization and look forward to your contributions.

Please review the following terms and conditions of your employment with us:

1. Your remuneration and other emoluments will be as per the details provided in Annexure A annexed hereto.
2. You will be posted at Hyderabad or such other location as is designated by the Company from time to time.
3. You would report to your seniors or as assigned by the management from time to time during your employment.
4. As an employee of the Company, you will have access to confidential and proprietary information. You will be required to sign a separate confidentiality and non-disclosure agreement to protect the sensitive information of the Company, its clients, and partners.
5. **Training Period:** You will be required to undergo a comprehensive training program as a part of your employment with the Company. The duration of the training program shall be for 2 (two) months (**Training Period**).
6. **Probationary Period:** You would be responsible for all the objectives/ targets set by your reporting authorities, which are considered for evaluation of your probation period for six (6) months or any extension thereof at the discretion of the Company (**Probationary Period**). This Probationary Period shall start after the completion of the Training Period. During the Probation Period, your performance will be evaluated to determine your suitability for the role. During the Probation Period, the Company shall be entitled to terminate your services by giving a 15-day notice period or salary in lieu thereof. During the Probation Period, you can terminate your employment with one (1) month notice.
7. **Termination:** Termination of employment may occur due to resignation, termination for cause, or as otherwise outlined in our company policies and/or detailed employment agreement. After completion of the Probation Period, either Party may terminate the Employment Agreement by issuing three (3) months' notice or salary in lieu-of notice.
8. A detailed Employment Agreement, outlining further terms and conditions of your Employment, will be executed between you and the Company.
9. Your appointment will be subject to a satisfactory and positive background verification check as conducted by an appointed 3rd party. In the eventuality of your background check not being positive, you will lose a lien on this appointment, irrespective of whether you have joined us or not.
10. Please review this offer letter carefully. If you accept our offer, please sign and return a copy of this letter within five (5) working days of receipt of the offer letter.



Please sign a copy of this letter as a token of your acceptance of the offer and return the same for our records. Please also convey the exact date of your joining the Company in writing/ return email.

Thanking you,

I accept the above offer

Yours faithfully

For **CtrlS Datacenters Limited**

Signature

P. Rajani Reddy
Authorized Signator

Annexure A

Please note that compensation is a purely confidential matter between an employee and the Company.

During Training:

During the training period, you will receive **Rs. 10,000** (Ten Thousand rupees only) as stipend per month.

Post-completion of Training:

Name	Mallaiahgari Pavani
Designation	Associate Engineer
Grade	L0
Fixed Sal Per annum	418404
Performance Linked Pay	60000
PF Employer Per annum	21600
Total CTC Sal per annum	500000

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	14667	Basic	176004
HRA	9167	HRA	110004
LTA	5000	LTA	60000
Special Allowance	6033	Special Allowance	72396
A. Fixed Salary	34867	A. Fixed Salary	418404
B. Performance Linked Pay	5000	B. Performance Linked Pay	60000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
D. Employer ESIC	0	D. Employer ESIC	0
Total CTC (A+B+C+D)	41667	Total CTC (A+B+C+D)	500000

Other Perks	Limit (P.A)	Coverage
Medical Insurance Coverage	300000	Employee, Spouse and 2 Children
Life Term Insurance	1000000	
Accidental Insurance	2500000	



02/01/2024

Dear **Nagula Rachana**,

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: **22/01/2024** to **03/02/2024**

Internship Start Date: **04/02/2024**

Internship End Date: **04/08/2024**

Your job title will be "**Business Development Intern**". Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this internship offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR ₹18,000 per month and INR ₹10,000 as incentives for the period based on revenue with statutory deductions as per the company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. **During the internship period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 days' notice should you wish to terminate your internship before the end of your tenure.**

By accepting this offer of Internship, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside of the Company. In addition, you agree that, upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.

AcmeGrade Pvt. Ltd.

HustleHub, TechPark, 27th Main Rd,
ITI Layout, 1st Sector, HSR Layout,
Bengaluru, Karnataka 560102



By accepting this internship offer letter, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the company Email of your manager only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the training Offer Letter and the documents as mentioned below to the <careers@acmegrade.com> within **two working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of ACMEGRADE if we do not receive your acceptance as per the mentioned timeline.**

NOTE: After completion of the internship your package will be from 4 - 6 LPA .

Working Hours: 8 Hours / day

Monthly Target: ₹2,00,000/-

Job Type: Full Time Internship

Location: Bangalore.

Acceptance of the Candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with AcmeGrade, and will report on the mentioned training date.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

With Regards,
Rupal Kumar Singh
HR Head,
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.



WORKSPOT PRIVATE LIMITED

6th Floor. Kala Jyothi Building.
Survey No. 185, Kondapur Village.
Hyderabad, Telangana, 500084

Sreeshma Gunda

2nd December 2024

[\[gsreeshma2@gmail.com\]](mailto:gsreeshma2@gmail.com)

Contact Number : +91 7780116400

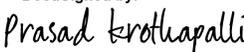
H:No:2-5-43, Near New Bus Stand, Ram Bazar, Jagitial, Telangana – 505327.

Subject: **Offer Letter**

We are pleased to offer you a position of **Software Engineer L1** in our organization.

1. Your CTC (Cost to the Company) will be **10,00,000/- (Rupees Ten Lakhs Only)** per annum inclusive of all allowances, refer to Annexure - I.
2. You are also entitled to receive a retention bonus of **4,00,000/- (Rupees Four Lakhs)**. This bonus will be paid In two parts
 - **1,00,000/- (Rupees One Lakh)** will be paid on **28th February 2026** for continuous employment
 - **3,00,000/- (Rupees Three Lakhs)** will be paid on **28th February 2027** for continuous employment
3. Furthermore, we have agreed that subject to employee stock plan finalization and Board approval, once your employment begins, we will recommend to the Company's Board of Directors at their next regularly scheduled meeting that you be offered **4000** stock options of the Company's common stock at a purchase price to be determined by the Board of Directors, with a vesting commencement date of your joining date. **25%** of the shares shall vest on after completion of **1 year** and after that, the remaining of the shares shall vest monthly at a rate of **1/36th** of the remaining shares per month and will be subject to the terms and conditions of the Company's employee stock plan and your grant.
4. This offer is subject to you passing certain background and reference checks, which may comprise residential address check, criminal through court record check, ID check and by signing this offer, you consent to the Company conducting such checks by itself or using the services of third parties.
5. We expect you to join on **9th December 2024**. Please convey your acceptance to this offer latest by **4th December 2024**.
6. This offer of employment is subject to a 180-day probationary period before employment becomes official.
7. A detailed appointment letter will be issued upon your joining with the company and upon furnishing the documents as per check list provided in the following page.

We look forward for a long-term association!!!

DocuSigned by:

91105385B1D9491... December 2, 2024

Authorized Signatory
Prasad Krothapalli

Signed by:
 December 3, 2024
AE50D5557B4E4FE...

Accepted and Agreed:
Sreeshma Gunda

Check - List

You are requested to bring the following documents in original along with a copy of each on the date of your joining.

- (a) Certificates supporting your educational qualifications along with mark sheets
- (b) Schooling certificate (SSLC/ICSE) in support of your age or Birth Certificate
- (c) 12th class / Intermediate certificate
- (d) Your latest salary slips or salary certificate
- (e) Your last 6 months Bank statement
- (f) Your offer & relieving letter from your present & previous organization
- (g) Service certificate from present & all previous employers
- (h) Form 16 or taxable Income Statement duly certified by previous employer (Statement showing deductions & taxable Income with break-up)
- (i) 4 colored Passport size Photographs (with white background)
- (j) Valid Passport details
- (k) PAN card

Please bring all the certificates supporting your educational qualifications along with mark sheets in ORIGINAL for verification only.

At any time, company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you, including any information, documents or certificates provided as a proof of your qualifications and experience, or if you fail to co-operate with the company representatives, your offer will be terminated immediately.

Annexure – I**I. Flexible Benefit Plan**

To be determined

II. Optional Benefits

- i) Group Medical Insurance - Rs.5,00,000 sum insured pa covering Employee, Spouse and 3 Children are covered in CTC.
- ii) Parents' coverage is optional with a nominal payment (decided at the beginning of every financial year) per parent per month

III. Other Benefits

- i) Group Personal Accident - Rs.20,00,000 for self by employer
- ii) Group Term Life – Rs.10,00,000 minimum or 1 times compensation, whichever is more for self by employer

Annexure – II

Computation Statement		Amount in Rs.	
		P.M	P.A
Salary Components	Basic Salary	33,333	4,00,000
	Allowances:		
	HRA	13,333	1,60,000
	Other Allowance/ Special Allowance	23,989	2,87,867
A	TOTAL	70,656	8,47,867
Reimbursements	Flexible Benefits Plan (FBP)		
	Meal Voucher	3,100	37,200
	Telephone Charges Reimbursement	2,000	24,000
	Internet Charges Reimbursement	3,000	36,000
	LTA	2,778	33,333
	Fuel Reimbursement	1,800	21,600
B	TOTAL	12,678	1,52,133
GROSS SALARY	A + B	83,333	10,00,000
C	PF Contribution Employer	1,800	21,600
CTC	TOTAL (Gross Salary + C)	85,133	10,21,600

Date: 03/01/2024

Ref: TMEIC/2023/ GET/95

Ms. Dhudhukuru Vaishnavi
Plot No. 102, Bhagat Singh Nagar, Near yapral bus stand,
Malkajgiri mandal, Yapral, JJ Nagar Colony,
Rangareddy, Telangana- 500087

Subject: Offer for Training with the Organization.

Dear Ms. Dhudhukuru Vaishnavi

This has reference to the interaction that you had with us on 28th December'2023.

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

As informed by your educational institute, your final examinations are due to get completed in the 2nd week of June 2024 and you will receive your results and certificates by Third Week of July 2024. Your selection as a Trainee in our organization is subject to your passing the final academic exams in the first attempt (B. Tech or M. Tech as the case be) and acquire the degree. Please note that you will have to produce the final passing certificate along with the marksheet to the organization immediately after the declaration of the results.

Considering the foregoing, you are required to join the organization tentatively between 1st August 2024 to 1st September 2024. The exact date of joining will be communicated to you. In the event of failing to acquire the required qualification and/or submitting the marksheet and passing certificate, this offer of traineeship will stand withdrawn. Also, if you fail to join on the date communicated to you, this offer will stand withdrawn.

You shall be operating from the Hyderabad office at **Unit #03-01, Third Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500081**. In times to come, based on the requirements, you may be placed at any other locations where the company has factory, office, or business activities, either in India or abroad.

During the training period, you will be paid an all-inclusive/Cost to Company (CTC) compensation of **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Additionally, you will also be paid a one-time amount of **Rs. 50,000/-** (Rupees Fifty Thousand Only) as Bonus for successful completion of the training with satisfactory level of performance. This one-time payment shall be made to you at the end of your training period.

In case you leave on your own or the management terminates your traineeship for whatever reason before the said period of one year or you fail to perform as per the expectations of the management, you shall not be eligible for receiving the above-mentioned one-time amount.

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

TMEIC Industrial Systems India Private Limited

Unit-03-01, Level -3, 3rd Floor, Cyber Pearl Block-II, HITECH City, Madhapur, HYDERABAD, Telangana, INDIA 500081
CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | phone: +91-40-4434-0000 | Fax: +91-40-4434-0034

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

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

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

Upon receipt of this letter, you are required to send a signed copy of this letter to the HR department immediately for records in token of your acceptance of the offer.

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

For TMEIC Industrial Systems India Pvt. Ltd.



Uttam Rathod
Head Corporate HR

Encl.: **Annexure – A (Pay and benefits)**
Annexure – B (Terms & Conditions of Traineeship)

Annexure A Pay and Benefits

Name: Ms. Dhudhukuru Vaishnavi
Designation: Graduate Engineer Trainee
Grade: GET

Fixed Component	Monthly (INR)	Annual (INR)
I) Basic Salary	21500	258000
II) Other Flexi Allowances	6636	79630
A) Total Fixed Components (I+II)	28136	337630

Benefits		
III) Employer's contribution to the Provident Fund (As per the provisions of the Employees Provident Fund and Miscellaneous Provisions Act 1952, @ 12% of the Basic Salary)	2580	30960
IV) Gratuity (As per the provisions of the Gratuity Act, 1972). Payable on completion of minimum 5 years of service with the company.		12410
V) Notional Value of Insurance Premium paid by the company for Group Mediclaim Policy, Group Personal Accident Policy & Group Term Life Insurance Policy		19000
B) Total Benefits (III+IV+V)		62370
C) Variable Pay		0
Total CTC (A+B+C)		400000

Other Flexi Allowances	
Other Flexi Allowances can be claimed under the following heads and limits. (House Rent Allowance, Leave Travel Allowance, Meal coupons and Car cost reimbursement are exempted as per the provision and limits specified under the Income Tax act).	
Allowance	Permissible Limit
House Rent Allowance	Upto 40 % of Basic Salary (50% for employees in the Metro cities)
Leave Travel Allowance*	Upto INR 1,00,000 Per annum
Meal Coupons	INR 13,200 per annum or INR 26,400 per annum. Employees in the factory are not eligible for this
Car Cost Reimbursement**	INR 21,600 per annum for the car of less than 1600 cc and INR 28800 for the car more than 1600 cc
Supplementary Allowance	Balance Amount
*Leave Travel Allowance: Reimbursement can be claimed in accordance with the Income Tax rules. Unclaimed amount if any at end of the financial year shall be taxed and credited to employee account.	
**Car Cost Reimbursement: Can be claimed only by the employee who uses his/her own car for commuting from home to office regularly. The car must be registered in the employee's name to claim this benefit. Employee to submit the registration certificate. If the employee uses company provided transport for such commuting, he/she will not be to claimed this benefit.	
Variable Pay: If applicable, is payable annually. The payment is based upon the company's performance and the individual performance ratings of the employee for the period under review	

Insurance Benefits
Group Term Life Insurance Coverage: - INR 1 Crore or Ten times Gross CTC whichever is lower
Group Personal Accident Insurance Coverage: - INR 15,00,000 or Two times Gross CTC whichever is higher
Group Mediclaim Policy Coverage – INR 4,50,000 for Self, Spouse, Two dependent Children upto the age of 25 years and Dependent Parents.

TMEiC Industrial Systems India Private Limited

Annexure – B

Training agreement

1. Your appointment is subject to your clearing the pre-training medical check-up from the hospital/lab as maybe notified by the company. The company reserves the right to withdraw this offer should you be declared medically unfit by the doctor.

2. **Termination of Training**
 - a. During the training period of one year, either party can terminate this contract without giving any notice or without giving any reason.
 - b. At the end of the duration of the training period of one year, the company/management at its sole discretion, may decide to offer you a regular employment on its rolls, else your traineeship shall automatically stand terminated.
 - c. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on training. In such case, your training shall automatically come to an end without any notice of termination.

3. **Compensation and Benefits Emoluments**
 - a. The details of your Annual Compensation and Benefits and its break-up on Cost to Company (CTC) basis is presented in **Annexure A**.
 - b. The terms and conditions of your service, including the compensation break up as shown in Annexure - A are based on prevailing Company policies, procedures and other rules as applicable. The same are subject to change/revision as and when necessary. In all other services matters, you shall be governed by the policies of the Company as are in force at present or from time to time. Soft copies of all these would be made available to you upon your joining the company.
 - c. Your individual remuneration is strictly confidential, and you are prohibited from sharing the same with other employees.

Leave

Leave, holidays and working hours, shall be as per the company policies applicable to you.

Statutory Benefits

You shall be entitled to PF, ESI, Gratuity, Bonus as per the provisions of law applicable in this behalf.

The provisions of Employees' Compensation Act 1923 would be applicable in the event of any injury/accident arising out of and in the course of traineeship, subject to you not been governed by the provisions of Employees' State Insurance Act 1948.

4. **Confidentiality and Non-Disclosure Secrecy**

During the period of your traineeship, you shall not, except as authorized or required by your obligations in terms hereof, reveal/disclose/disseminate to any person or entity including competitors or persons involved directly or indirectly in allied trade, any of the trade secrets, or confidential information contained in any manuals and /or dealings concerning to the business, finances, external and internal transactions of the Company and/or its Affiliates/Associates/Group Companies, including but not limited to all data including, company contacts, processes, policies, strategies involving marketing, advertising operations; contractual obligations, business expansion plans, designs, drawings, innovations which may

TMEiC Industrial Systems India Private Limited

come to your knowledge due to your working with the company and/ or be imparted to you by the Company during your traineeship. You shall hold in strict confidence, all such information. You shall not, during the term of your traineeship or at any time thereafter, use any such information relating to the business of the Company and/or its affiliates/ associates/ group companies for your personal gains or share with a third party.

On relinquishment of your traineeship for any reason, you shall immediately return all such records, documents, data, drawings, designs belonging to the company, if in your possession in any manner and shall not attempt to retain copies of any data, records, know how or information of the company with you. You undertake to sign an agreement in this regard if so demanded by the company or its customers due to business exigencies. If the company is required to sign a confidentiality or non-disclosure agreement with its customers or suppliers, the same shall automatically become binding upon you. Violation or breach of the said conditions shall attract penal / criminal consequences.

5. Intellectual Property

- a. You are explicitly forbidden from using content and other work developed by you for any other purpose other than for the company. You are strictly prohibited from sending such data through emails or copying such data by using electronic media for yourself or others.
- b. The rights to any invention, discovery or creation of new system or method related to the company's operations arising out of any work done by you during your traineeship, would automatically and solely vest with the company.
- c. All intellectual property rights, including, but not limited to, Patents, Copyrights, Methodologies, Processes, Designs, drawings shall be assignable to the Company. You shall execute/sign such documents for this purpose, as and when required by the Company.

6. General Code of Conduct

- a. You shall be required to undertake travel for company work whenever required.
- b. Your position is of a full-time engagement with the company and you shall devote your whole time, attention and ability, exclusively to the business of the company.
- c. You shall not take up any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture Holder) in any other trade or business or pursue any course of study, during the traineeship with the company, without prior express written permission of the management.
- d. You shall not, either directly or indirectly, receive or accept for own benefit any commission, rebate, discount, gift or profit of any nature from any individual, company or firm having business transaction with the company.
- e. You shall be governed by Rules, Regulations, Policies and the Standards of conduct (SOC) of the company which are in force and as may be amended from time to time.
- f. You shall conduct yourself professionally, at all the times while on duty.
- g. You shall effectively perform to achieve the targets set for you by the company. You shall be required to work extra hours whenever the job so requires.
- h. Your address given by you to the company in your application shall be considered to be correct for the purpose of sending any communication to you. Any change in your address shall be intimated by you to the company in writing within three days of such change, failing which any communication sent to you at your last known address shall be deemed to have been effectively served.

- i. Any correspondence, information including letters, notice of confirmation, transfer, promotion, termination, resignation, policy matters or any other communication received and sent on the official e-mail ID provided to you by the company or on your personal e mail ID and on your WhatsApp number notified by you to the company shall be treated as duly served.

6. Corporate Credit Card

If the nature of training so demands, the company may provide you with a corporate credit card. It is explicitly made clear that such credit card be used only for the official purpose, as per the policy for paying for the expenses arising out of your official transactions. You shall not use this corporate credit card for any of your personal purpose.

7. Domestic and Overseas Transfers

The Company reserves the right to transfer you by protecting your present emoluments to any other location, branch, unit, factory of the company which presently is in existence or may come into existence at some future date. You shall abide by such transfer orders. In such situation, the terms and conditions of service applicable to the new site/assignment shall govern you. The company may also alter the terms of your traineeship to suit the new assignment.

8. **Domestic and Overseas Assignments/Training/Deputation** You may be assigned on deputation, loaned to sister concerns, associate companies, client's locations or to third parties with whom the company has business association either in India or abroad. You may also be sent for periodic business training to any such place including but not limited to as mentioned above. On being selected for such deputation you undertake to sign a deputation agreement and execute a Surety Bond, if so required by the company on such terms as the Company may deem appropriate. While on deputation your terms of traineeship like leave, holiday, hours of working etc. shall be governed by the terms and conditions as applicable to the concerned site/location.

9. Restrictions on Harassment and Discrimination:

You shall not sexually harass any person/female employee or discriminate against any person on the grounds of religion, caste, race, color of skin, national or ethnic origin, belief or sexual orientation. You shall at all-time inform your superior of any fact, that constitute harassment or discrimination. You shall not engage into any of the acts prohibited under the sexual harassment of women employees at workplace (Prevention, prohibition and redressal) Act 2013

10. Use of Social Media

Social media usage by you in no manner should be deterrent to the Name, Brand, Goodwill of the company. Social media includes blogs, social networking sites, instant messaging, discussion forums and others. Any expression of personal views or opinions on the Company and its operations on the social networking forums or any disclosure of business information therein may expose you to legal violations. You should refrain from making any comment about the company, its business partners, vendors or any of the entities related to the Company in social media forums. Even while using the social media in one's own personal capacity, use of the company logo or the Company's name is prohibited. Social media policy of the company shall be binding on you.

11. Company's Right to Monitor:

The company reserves the right to monitor, intercept, review and access your computer/ laptop provided by the company, Telephone logs of the cell phone/sim card

provided by the company, internet usage, voicemail, e-mail, and other communication facilities provided by the company during your traineeship. It is important for you to note that and you are made aware that any and all communication(s) and activity(s) on Company equipment or premises cannot be presumed private.

You shall not use the Company's computer, software, equipment, internet, telecommunication and email facilities for any purpose other than the business of the Company.

12. Prohibition on Disparagement:

During your traineeship and at all times thereafter, you shall not make any false, defamatory or disparaging statements about the Company, its employees, Officers, Managers or Directors that are likely to cause damage to the reputation of the company or the person.

13. Violation/breach of the agreement and Jurisdiction

Any breach/violation of the above terms and conditions of the traineeship shall be dealt in accordance with Law.

Even if deputed overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of the terms of your traineeship shall be the courts in Tumkur, Bangalore only.

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

- Self-Attested copy of Certificates supporting your educational qualifications (from Standard 10th /SSLC/ICSE onwards) along with marks sheets.
- Self-Attested copy of Your Aadhar card
- Self-attested copy of PAN card
- Self-Attested copy of Your Driving License
- Self-Attested copy of Your valid passport (if available)
- Five colored passport sized photographs with blue background.

This offer of traineeship has been issued to you based on the information furnished/documentary proofs submitted by you as per the list mentioned above. However, if any discrepancies are observed in these documentary proofs submitted by you, the Company reserves the right to revoke the offer.

In case, any discrepancies are observed anytime in the future, the company reserves to terminate your traineeship without giving any notice.

Acceptance and Acknowledgement

I, Vaishnavi Dhudhukuru hereby acknowledge that I have read all the terms and conditions mentioned above in the offer of traineeship and confirm my acceptance to the same, including the terms and conditions mentioned therein.

I will join the company on or before.....1st September 2024.....

Signature asul

Date 03/01/2024

TMEiC Industrial Systems India Private Limited

October 16, 2023
Hyderabad

Internship Offer Letter

Dear Mr. Abhinav Peddini,

We are pleased to inform that you have been selected for the role of **Corporate Relations - Intern** at **NxtWave Disruptive Technologies Private Limited**.

Following are the details of the internship:

1. The internship will start on **October 18, 2023** and is expected to end on **April 30, 2024**.
2. During the internship, you will receive your compensation of **Rs. 20000/- per month** out of which **Rs. 18000/-** shall be your in-hand amount and **Rs. 2000/-** shall be deducted as TDS.
3. The deducted amount can be claimed after the completion of the financial year by filing your Income Tax Returns.
4. This offer is subject to policies, terms and conditions of the Company.

We look forward to working with you. To show your acceptance to this offer, please sign this letter.

For **NxtWave Disruptive Technologies Private Limited**

(Rahul Attuluri)

Wholetime Director & CEO

INTERNSHIP ACCEPTANCE

I accept the internship offer from the company under the terms set forth in this letter:

Intern Name: **Abhinav Peddini**

Date: **18th October 2023**

Intern Signature: **Abhinav**

Registered Address

Sy nos. 115/22, 115/23, 115/25, Plot no. 30;
Brigade Towers, East Wing, Ground Floor,
Nanakramguda, Serilingampally, Hyderabad,
Telangana-500032, India

✉ hr@nxtwave.tech

INTERNSHIP TERMS & CONDITIONS

1. I accept the internship, which has been awarded to me by NxtWave Disruptive Technologies Private Limited and I understand the following:

- a. Based on the successful completion of the performance criteria during the first 3 months of internship, I'll be eligible for the 3 months additional internship with a compensation of **Rs. 25,000/- per month**. On successful achievement of the performance criteria during the additional internship duration, I become eligible for full time employment with a CTC of **Rs. 900000/- per annum**.

The compensation breakup is as follows:

- Fixed component of **Rs. 600000/- per annum**.
 - Variable pay of **Rs. 300000 /- per annum** based on your performance.
- b. I will not be entitled to receive the compensation if I get relieved from the Company anytime during the training & take off period (within the first 30 days).
 - c. NxtWave Disruptive Technologies Private Limited will pay me for my internship as in the offer letter; all expenses, including the personal insurance and accommodation, as well as all living expenses except the travel expenses for clients meetings, will be borne by me
 - d. While working at NxtWave Disruptive Technologies Private Limited, I will not be considered as an official or a staff member. However, I understand that I am expected to fulfill my working obligations like any other NxtWave Disruptive Technologies Private Limited official and will follow the working hours of NxtWave Disruptive Technologies Private Limited.
 - e. I will accrue leave at a rate of one per month. Subject to prior approval by my supervisor, this leave may be taken at any time during the internship. Leave accrued and not taken at the end of the internship will be considered forfeited.
 - f. Internship compensation for a month will be paid on or before the 7th day of the succeeding month. This agreed compensation is subject to the applicable taxes.
 - g. Any leave request has to be sent to the concerned people at least one week in advance. The leave application process will be communicated to the intern by the HR Department during the Onboarding process.
 - h. I will provide notice to my supervisor or other official designated by him/her of any illness or other unavoidable circumstances that might prevent me from attending work or



completing my internship.

- i. Unsatisfactory performance may lead to the termination of the internship at the initiative of NxtWave Disruptive Technologies Private Limited, subject to the with or without the notice period of 1 to 7 days based on the situation.
- j. In case of personal emergency, I shall be granted an early termination of internship. NxtWave Disruptive Technologies Private Limited Ltd Human Resources shall approve the release at the request of my supervisor and confirm the new end date in writing.
- k. NxtWave Disruptive Technologies Private Limited Ltd bears no responsibility for loss or damage to my personal property that may occur during my internship.
- l. I will not create any damages either physically or to the brand image of NxtWave Disruptive Technologies Private Limited and I will be ready for any action taken by the company, if I create any.
- m. In case of remote working, I will have to bear the internet and telephone expenses incurred to perform the works assigned to me during the internship.

I undertake the following obligations with respect to the NxtWave Disruptive Technologies Private Limited internship program:

- a. To observe all applicable rules, regulations, instructions, procedures and directives of NxtWave Disruptive Technologies Private Limited.
- b. To respect the impartiality and independence required of NxtWave Disruptive Technologies Private Limited and of the receiving division/section/unit and shall not seek or accept instructions regarding the services performed from any Government or from any authority external to NxtWave Disruptive Technologies Private Limited.
- c. To keep confidential any and all unpublished information made known to me by the company during the course of my internship that I know or ought to have known has not been made public, and except with the explicit authorization of NxtWave Disruptive Technologies Private Limited, not to publish any report or papers on the basis of information obtained during the program, both during and after the completion of my internship.
- d. To provide the Company with a copy of all materials prepared during my internship.
- e. To provide immediate written notice of illness or other circumstances which might prevent me from completing the internship.
- f. To return my identification pass/identity card to my supervisor on the last day of the internship.

Abhinav

2. I should abide by the culture and the core values set forth by NxtWave and I understand that it is given the top most priority across the organization.
3. I acknowledge that in proceeding further in taking up the role, I'll ensure that I give my best with 100% sincerity.
4. During my internship, I'll be given certain guidelines such as but not limited to turning on the camera, reporting promptly, completing certain assignments etc. I also understand that following them with 100% sincerity will play a vital role in my growth in the long term.
5. I acknowledge that I'll reach out to the relevant person in case of any queries/concerns.
6. In taking up this role, I'll ensure that my way of conduct shall enhance or maintain the harmony within the team.
7. I am expected to complete various levels of training in my training period as per the expected parameters defined appropriately for my role.
8. Failure to comply with the requirements as well as those contained in the present Internship Agreement, including any serious breach of the duties and obligations may result in the immediate termination of the internship by NxtWave Disruptive Technologies Private Limited.
9. An internship may be terminated or its period reduced at any time by NxtWave Disruptive Technologies Private Limited if this is deemed to be in the interests of either NxtWave Disruptive Technologies Private Limited or the intern.
10. During the termination of the internship the NxtWave Disruptive Technologies Private Limited may or may not provide the notice period of 1 to 7 days. However, the intern should have to terminate the internship with the notice period of minimum of 15 days.
11. The internship is conditional upon completion of my background check. Should any information provided by me be determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of this offer and the Company may rescind this offer of internship without providing any notice or pay in lieu thereof.

Intern Name: Abhinav Peddini

Signature: 

NON-DISCLOSURE & NON-COMPETE AGREEMENT

This Non-Disclosure & Non Compete Agreement (“Agreement”) is being entered at Hyderabad on the 16th Day of October, 2023 (“Effective Date”).

By and Between

1. M/s NxtWave Disruptive Technologies Pvt Ltd, with its registered office address at Plot #30, East Wing, Ground Floor, Brigade Towers, Financial District, Nanakramguda, Hyderabad, Telangana, 500032, India represented by its authorized representative Mr. Rahul Attuluri (**Hereinafter “the First Party” or “the Disclosing Party”**).
2. Mr. Abhinav Peddini, 4-59, Thotada, Srikakulam, Andhra Pradesh - 532425. (**Hereinafter the “Second Party” or “the Receiving Party”**).

First Party and Second Party shall individually be referred to as ‘Party’ and collectively as ‘Parties’ (not case-sensitive).

Recitals

1. **WHEREAS**, the First Party shall be designated as the Disclosing Party (*defined in the definition clause*);
2. **WHEREAS**, the Second Party shall be regarded as the Receiving Party (*defined in the definition clause*);
3. **WHEREAS**, the First Party has made an offer of internship to the Second Party, and during the period of internship, the First Party envisages providing the Second Party access to certain Confidential Information (defined below);
4. **WHEREAS**, the Second Party understands & acknowledges that during the period of internship, it may receive access to certain Confidential Information, which the Second Party must keep confidential;
5. **NOW, THEREFORE**, in consideration for the opportunity being provided to the Second Party by the First Party to enable the Second Party to participate as an intern with the First Party, the Second Party agrees to abide by the terms and conditions of this Agreement.





Operative Provisions

Definition Clause

In this Agreement, unless the context requires another meaning:

1.1. **Commencement Date** shall mean **October 18, 2023**.

1.2. **Confidential Information.** means any information in whatever form, including but not limited to hard copy, electronically stored or in Receiving Party's memory, relating to Disclosing Party's business, including any formula, pattern, compilation, program, device, method, technique, system, plan, or process, that the Receiving Party learns or develops during the course of Receiving Party's internship by Disclosing Party, that derives independent economic value from not being generally known or readily ascertainable by proper means by other persons who can obtain economic value from its disclosure or use. Confidential Information includes, but is not limited to, trade secrets and Invention(S) (Inventions, defined below) and, without limitation, may relate to research; development; experiments; engineering; product specifications; writings; computer programs; computer software; hardware configurations; manufacturing processes; compositions; algorithms; know-how; technical expertise; methods; machines; management systems and techniques; strategic plans; long-range plans; operating plans; organizational plans; organizational frameworks; training material, models/strategies; on the job training and self study materials, financial (including budget) plans; financial models; financial projections; nonpublic financial information; business, financial, planning, and strategic systems and methods; operating systems; information systems; acquisition and divestiture goals, plans (such as future developments), strategies or targets (such as strategies pertaining to research, development, marketing and sales); regulatory strategies, plans and approaches; quality control systems and techniques; patent and intellectual property strategies, plans and approaches; prospective and current vendor and customer data (including pricing information, the arrangements and/or agreement, layout, design and implementation of customer-specific projects); personnel data (including e-mails that were not directed to or sent from the Receiving Party, and information of a confidential nature regarding other interns, such as compensation or benefits information or information regarding performance or discipline); human resources goals, plans and strategies; human resource management techniques; sales volumes; pricing strategies; sales and marketing plans and strategies (including costs, purchasing, profits, prices, markets, contracts, and selling strategies); contracts and bids (including proposals made to current or prospective Customers (Customer, defined below) or other information contained in bids or offers to such Customers); and any business management techniques that are being planned or developed, utilized, or executed by the Disclosing Party.

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1.3. **Duties.** Receiving Party agrees to diligently, loyally, industriously, faithfully, and to the best of Receiving Party's ability, experience and talent perform and discharge to Disclosing Party's satisfaction the duties assigned to Receiving Party from time to time, and all duties associated therewith, to devote all of Receiving Party's productive time and efforts to the performance of such duties, to act in the best interests of Disclosing Party at all material times, to not be involved in or take up any interest directly or indirectly in any business of a similar kind to the business of Disclosing Party, to engage in no activities detrimental to Disclosing Party's interests, to be familiar with Disclosing Party's policies that relate to Receiving Party's duties, and to abide by Disclosing Party's policies as they exist from time to time, including, without limitation, Disclosing Party's policies regarding code of conduct, business conduct standards, and Confidential Information. During the term of this Agreement, the Disclosing Party has the right to change the Receiving Party's duties and reporting responsibilities as it sees fit to meet the needs of its business. The Disclosing Party will, wherever it is practical, consult with the Receiving Party before it changes any of the duties and reporting responsibilities. This Agreement continues in force and effect if the Receiving Party's duties, title, or location of work for Disclosing Party change after this Agreement becomes effective, and any such change shall not terminate or invalidate this Agreement or affect or impair the validity or enforceability of this Agreement. Nonetheless, the Disclosing Party may be asked to re-execute this or a similar agreement or to otherwise re-affirm these obligations as a condition of a promotion or change in position, and the Receiving Party agrees to do so if asked.

1.4. **Disclosing Party** shall mean the Party disclosing Confidential Information to the Receiving Party, and specifically refers to the Disclosing Party.

1.5. **Public Domain Information** shall refer to any one of the following instances wherein Confidential Information ceases to be categorized as Confidential:

- a. The Confidential Information was in the possession of Receiving Party prior to disclosure and was not acquired or obtained from Disclosing Party;
- b. the Confidential Information was already in the public domain at the time of disclosure, or came into the purview of the public domain for no fault of the Receiving party, after the disclosure of such Confidential Information to the Receiving Party;
- c. was obtained in good faith by receiving Party from an independent source on a non-confidential basis;
- d. the Confidential Information of the disclosing party was caused to be disclosed in the public domain by the Disclosing Party.

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1.6. **Receiving Party** shall mean the Party receiving Confidential Information from the Disclosing Party, and specifically refers to the Receiving Party.

1.7. **Term** shall mean the period for which this Agreement shall be valid and enforceable against each Party. The Term of this Agreement is mentioned under the Term of the Agreement clause of this Agreement.

1.8. **Material Breach** shall mean any instance wherein the Receiving Party fails to perform any of the Confidentiality Obligations specified under the 'Confidentiality Obligations of the Receiving Party' clause or **Clause 9**.

1.9. **Competitive Product** means goods, products, product lines or services, and each and every component thereof, developed, designed, produced, manufactured, marketed, promoted, sold, supported, serviced, or that are in development or the subject of research by anyone other than Disclosing Party that are the same as or similar to, perform any of the same or similar functions as, may be substituted for, or are intended or used for any of the same purposes as an Company Product.

1.10. **Competitive Research And Support** means any research, development, analysis, planning, or support services of any kind or nature, including without limitation theoretical and applied research and business, technical, regulatory, and systems research, analysis, planning, and support, for a Conflicting Organization (Conflicting Organization, defined below), that is intended for, or may be useful in, assisting, improving, or enhancing any aspect of the development, design, production, manufacture, marketing, promotion, sale, support, or service of a Competitive Product.

1.11. **Conflicting Organization** means any person (including Receiving Party) or entity, and any parent, subsidiary, partner, or affiliate (regardless of their legal form) of any person or entity, that engages in, or is about to become engaged in, the development, design, production, manufacture, promotion, marketing, sale, support, or service of a Competitive Product or in Competitive Research and Support in India or anywhere else in the world.

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1.12. **Customer(s)** means any person, entity, start-up under the Start-Up India Scheme or institution, including the interns, agents, and representatives who controlled, directed, or influenced the associations of any such person, entity, or institution, to whom or to which Receiving Party or any other personnel of (including independent contractors associated with) Disclosing Party sold, negotiated the sales, supported, marketed, or promoted products or services on behalf of Disclosing Party during the duration in which Receiving Party was interned by Disclosing Party.

1.13. **Intellectual Property** means any form of intellectual, industrial, and proprietary rights, including without limitation Invention(S) (Invention(s), as defined below), patents and patent applications, trademarks and registrations and applications thereof, copyrights and registrations and applications thereof, mask works and registrations thereof, trade secrets, know-how, designs, drawings, research and development data, compositions, formulations, manufacturing procedures, suggestions, information, software, and all amendments, modifications, and improvements to any of the foregoing, and modification and improvement thereof throughout the world.

1.14. **Invention** means any and all inventions, conception, discovery or reduction to practice of any new ideas, concepts, writings, works of authorship, designs, developments, improvements, technologies, trade secrets, or any improvement thereto, including but not limited to any new articles of manufacture or any improvement to existing articles of manufacture, any new apparatus or processes/methods for making or using a composition of matter or article of manufacture, any computer software or any designs relating thereto, which relate to Disclosing Party's actual or anticipated business or research activities or are suggested by or which result directly or indirectly from use of Disclosing Party's information, time, materials, or facilities, whether or not protectable under the applicable patent, trademark or copyright statutes, made, generated, discovered, conceived, developed or reduced to practice by Receiving Party, alone or in conjunction with others, whether at the request of or upon the suggestion of Disclosing Party, whether or not during regular business hours and whether or not related to the specific job function of Receiving Party, while interned by Disclosing Party and for a period of twelve (12) months thereafter.

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1.15. **Company Product(s)** means any goods, products, or product lines (including services performed in support of such goods, products, or product lines) (a) for which the Receiving Party (or persons under Receiving Party's management, direction or supervision) performed services for Disclosing Party, directly or indirectly, during the duration in which Receiving Party was interned by Disclosing Party, including without limitation services in the areas of research, design, development, production, manufacture, marketing, promotion, sales, or business, technical, regulatory or systems research, analysis, planning or support relating to such goods, products, or product lines, or (b) with respect to which Receiving Party at any time received or otherwise obtained or learned Confidential Information.

2. Permitted use of Confidential Information: Subject to the terms and conditions contained herein, Disclosing Party agrees to allow Receiving Party access to the Confidential Information for the sole purpose of performing or executing Duties on behalf or at the behest of the Disclosing Party. Notwithstanding anything to the contrary herein, nothing in this Agreement shall be construed to permit the Receiving Party to use the Confidential Information to damage the Disclosing Party.

3. Prohibition of Use and Disclosure: Except as detailed in 'Permissible Disclosure' clause or **Clause 4**, and 'Permitted use of Confidential Information' clause or **Clause 2** of this Agreement, the Receiving Party agrees to keep all Confidential Information in confidence and not use or disclose any Confidential Information in any manner either directly or indirectly.

- a. Receiving Party shall not use, reveal, publish, transfer or otherwise disclose to any person, corporation or other entity any of the Confidential Information without the prior written consent of Disclosing Party, except Receiving Party may, subject to the approval of a supervising officer who has executed a Employment Agreement with the Disclosing Party, disclose such Confidential Information to other interns and employees within the Disclosing Party.
- b. In protecting the sensitive nature of the Confidential Information, Receiving Party shall use the same care and discretion to avoid disclosure, publication or dissemination of the Confidential Information that it uses with its own confidential information, but in no event, shall Receiving Party employ a standard of care less than that which is reasonable under the circumstances.

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4. Permissible Disclosure: Notwithstanding any other provision hereof, the Receiving Party may disclose Confidential Information, provided the Receiving Party is obligated by law to provide information or documents in relation to the Confidential Information provided by the Disclosing Party. However, prior to such disclosure, the Receiving Party shall intimate the Disclosing Party in writing, or through email, or through any other means capable of communicating, the obligation to disclose such Confidential Information to the authorities. When practical, such written disclosure by the Receiving Party to the Disclosing Party must be made with sufficient advance notice so as to allow the Disclosing Party to contest said proposed disclosure before the said authorities.

5. Non disclosure Principles: Save the 'Permissible Disclosure' clause or **Clause 4**, and 'Permitted use of Confidential Information' clause or **Clause 2**, the Receiving Party agrees that it will not disclose to any person or entity the fact that Confidential Information has been made available hereunder, and/or otherwise disclose any of the terms, conditions or other facts with respect to the Confidential Information.

6. Return of Confidential Information: Upon the termination of this Agreement or upon request received from the Disclosing Party, the Receiving Party at its own expense shall promptly deliver any of the Confidential Information it received from the Disclosing Party to the Disclosing Party in the manner agreed between the parties. However, after sending the information to the disclosing party, the receiving party shall not retain a copy of such confidential information in any form.

7. No License: All Confidential Information is and shall remain the property of the Disclosing Party. Neither this Agreement nor any disclosure of information, Confidential or otherwise, hereunder grants Receiving Party (a) any right or license under any trademark, trade secret, copyright or patent now or hereafter owned or controlled by Disclosing Party, or (b) any express or implied right to any invention, discovery, modifications or improvement, whether patentable or not, that may be disclosed in the Confidential Information. The agreement will remain effective from the commencement date and till the same is terminated by mutual consent with both the parties. The termination of another agreement between parties to the agreement will not affect the term of this agreement.

8. Confidentiality Obligations of the Receiving Party: The Receiving Party must keep Confidential Information strictly confidential, save as provided in the 'Permissible Disclosure' clause or **Clause 4**, and 'Permitted use of Confidential Information' or **Clause 2** of this Agreement;

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- a. must keep the Disclosing Party informed in writing or through email prior to all disclosures under the Permissible Disclosure clause of this Agreement;
- b. use the same degree of care to protect the Confidential Information of the Disclosing Party, as the Receiving Party would use in order to protect its own Confidential Information;
- c. act in good faith at all times in relation to the Confidential Information of the Disclosing Party;
- d. not use any of the Confidential Information of the Disclosing Party for any purpose other than the performance of Duties;
- e. where required, comply with all laws and regulations in relation to the protection of Confidential Information in India, such as the Information Technology Act, 2000, the Information Technology (Reasonable security practices and procedures and sensitive personal data or information) Rules, 2011, the IT Intermediary Guideline Rules, etc.

9. Restrictions on Competition.

- a. Receiving Party agrees that, Receiving Party will not directly or indirectly, own, manage, operate, control, be employed by or otherwise provide services (whether as an intern, employee, consultant, advisor, independent contractor or otherwise, and whether or not for compensation) for a Conflicting Organization in connection with or relating to a Competitive Product Or Competitive Research And Support while employed by Disclosing Party and for a period of twenty four (24) months from the date the Receiving Party's internship with Disclosing Party ceases.
- b. Receiving Party agrees that, regardless of whether Receiving Party was engaged in sales activities, including selling, soliciting the sale, or supporting the sale of Disclosing Party Products through direct or indirect contact with Disclosing Party Customers, Receiving Party will refrain from soliciting, selling to, inducing, attempt to induce, contacting, attempting to divert business from, and diverting business from, whether directly or by managing, directing or supervising others, any Disclosing Party Customer on behalf of a Conflicting Organization in connection with or relating to a Competitive Product or Competitive Research And Support for twenty four (24) months after the last day Receiving Party is interned by Disclosing Party.
- c. These restrictions apply in India, and also apply in any foreign country or foreign territory in which the services the Receiving Party will provide could enhance the use or marketability of a Competitive Product or Competitive Research and Support, use Disclosing Party's goodwill, or otherwise interfere with any of Disclosing Party's protectable interests.
- d. Receiving Party agrees that, Receiving Party will not directly or indirectly or on behalf of a Conflicting Organization in connection with or relating to a Competitive Product or Competitive Research And Support solicit the investors and Business contacts of the Disclosing Party for twenty four (24) months after the last day Receiving Party is interned by Disclosing Party.

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- e. The Receiving Party agrees that, Receiving Party will not make any false claims relating to the work that was performed by the Receiving Party in the Disclosing Party during the internship period. If the Receiving Party makes such false claims the Disclosing Party will not be held responsible for the same. If the false claims made by the intern cause any damage to the Disclosing Party Reputation, the Disclosing Party can claim compensation for the same and can take legal action against the intern. This clause will be applicable during the tenure of the internship and even after leaving the organisation.

10. Prohibition on Solicitation of Disclosing Party's interns and other Independent Contractors:

Receiving Party agrees that at all times while interned by Disclosing Party, and for twenty four (24) months thereafter, Receiving Party will not, directly or indirectly, whether through a third party or otherwise, recruit, induce, influence, invite or otherwise encourage, solicit, cause to be solicited, interfere with, endeavor to cause, or participate in, or promote the solicitation of any person (any other intern or employee or independent contractor of Disclosing Party) to terminate that person's internship or employment or independent contractor relationship with Disclosing Party, or to breach that person's internships or employment or independent contractor agreement with Disclosing Party without the prior-written consent of Disclosing Party.

11. Post-Internship Disclosure: Receiving Party agrees that, in the event Receiving Party's internship with Disclosing Party terminates, during any applicable Notice Period and during the twelve (12) months after the last day Receiving Party is interned by Disclosing Party, Receiving Party will promptly inform Disclosing Party of the identity of any new employer, the job title of Receiving Party's new position, and a description of any services to be rendered to that employer. In addition, Receiving Party agrees to respond within ten (10) days to any written request from Disclosing Party for further information concerning Receiving Party's work activities sufficient to provide Disclosing Party with assurances that Receiving Party is not violating any of the obligations Receiving Party has undertaken in this Agreement. Receiving Party understands and agrees that Disclosing Party may notify anyone employing or interning/contracting Receiving Party or evidencing intent to employ/intern/take as independent contractor Receiving Party after Receiving Party's termination of internship with Disclosing Party for any reason as to the existence of the provisions of this Agreement.

12. Maintaining Confidentiality: Receiving Party agrees to maintain the confidentiality of Confidential Information and comply with all terms outlined in the "Non disclosure Principles" Section both during internship and after termination of internship with the Disclosing Party irrespective of whether the internship is terminated by Disclosing Party or Receiving Party separates from Disclosing Party on his/her own will. The Receiving Party agrees that all Confidential Information sent, received, downloaded, reviewed, or otherwise made available to the Receiving Party are prohibited from use with any new or future employer.

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13. Remedies.

- a. Parties agree that a Material Breach caused by the Receiving party shall cause irreparable harm to the Disclosing party. In all instances of Material Breach, the Disclosing Party aggrieved by such Material Breach shall be entitled to the remedies specified in this Remedies clause.
- b. The Receiving Party acknowledges that a Material Breach of this Agreement would cause irreparable harm to the Disclosing party, and such harm cannot be adequately compensated for by damages. Accordingly, in the event of such Material Breach, the Receiving Party causing such Material Breach acknowledges and agrees that the Disclosing party shall be entitled to (a) terminate the internship given to the Receiving Party; (b) claim injunctive relief; and (c) any other remedies including damages, which may be available to the Disclosing Party either in equity or in law.

14. Consideration: In consideration for the opportunity being provided to the Receiving Party by the Disclosing Party to enable the Receiving Party to participate as an intern with the Disclosing Party, the Receiving Party shall agree to keep all Confidential Information confidential, and shall adhere to the obligations under this Agreement.

15. Notices: All notices must be:

- i. in legible writing and in English;
- ii. addressed to the recipient at the address or E-mail ID set out below or to any other address or E-mail ID that a party may notify to the other:

To: Mr. Abhinav Peddini,
Address: 4-59, Thotada, Srikakulam, Andhra Pradesh - 532425
Attention: Mr. Abhinav Peddini,
E-Mail Id: abhinavp1902@gmail.com

To: M/s NxtWave Disruptive Technologies Pvt Ltd,
Address: See Address in title clause
Attention: Mr. Rahul Attuluri
E-Mail Id: hr@nxtwave.tech



iii. signed by the party or where the sender is a Disclosing Party, by an authorized officer of the Disclosing Party or under the common seal of the sender; and

iv. sent to the recipient by hand, registered post or by E-Mail.

16. General Provisions.

16.1. Entire Agreement: This Agreement constitutes the entire agreement between parties about the subject matter of this Agreement and supersedes all other representations, negotiations, arrangements, understandings or agreements and all other communications. No party has entered into this Agreement relying on any other representations, negotiations, arrangements, understandings or agreements and all other communications.

16.2. Further Assurances: Each party must, at its own expense, whenever reasonably requested by the other party, promptly do or arrange for others to do, everything reasonably necessary or desirable to give full effect to this Agreement.

16.3. Costs: each party must pay its own costs in respect of this Agreement, except that the Disclosing Party must pay any stamp duty chargeable on this Agreement.

16.4. Invalid or unenforceable provisions: If a provision of this Agreement is invalid or unenforceable by virtue of the law in India:

i. such provision shall be read down or severed to the extent of the invalidity or unenforceability; and

ii. the fact does not affect the validity or enforceability of the remainder of the Agreement.

16.5. Waiver and Exercise of Rights: A provision of or a right under this Agreement may not be waived or varied except in writing signed by the party to be bound.

16.6. Amendment: This Agreement may be amended only by a document signed by all parties.

16.7. Counterparts: This Agreement may be signed in counterparts and all counterparts taken together constitute one document.

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16.8. **Rights cumulative:** The rights, remedies and powers of the parties under this Agreement are cumulative and do not exclude any other rights, remedies or powers.

16.9. **Successors and assigns:** This Agreement is binding on, and has effect for the benefit of, the parties and their respective successors and permitted assigns.

16.10. **Mediation and Arbitration:** In the event of any controversy or claim arising out of or relating to this Agreement, or a breach thereof, the Parties hereto shall first attempt to settle the dispute by mediation, administered by a Mediator mutually agreed upon by the Parties, and the rules governing such mediation shall be the Companies Mediation and Conciliation Rules, 2016. If settlement is not reached within (60) sixty days after service of a written demand for mediation, any unresolved controversy or claim shall be settled by arbitration administered by a sole arbitrator appointed by the Disclosing Party. The arbitration shall be governed by the Arbitration and Conciliation Act, 1996, and the laws of India, and where applicable, the laws of the State of Telangana . The place of arbitration shall be by Hyderabad , and the decision of the arbitrator shall be final, and shall have the full effect of a final decree passed by the High Court of Judicature at Hyderabad for the State of Telangana . Parties agree to waive the right to challenge the arbitrators award in a court of law.

16.11. **Governing Law:** The laws of India govern This Agreement, and where applicable the laws passed by the legislature of the State of Telangana.

16.12. **Jurisdiction:** Each party irrevocably and unconditionally:

- i. submits to the jurisdiction of the courts of Telangana; and
- ii. waives, without limitation, any claim or objection based on absence or inconvenient forum.

16.13. **Service of Process:** Each party agrees that a document required to be served in proceedings about this Agreement may be served:

- i. by being delivered to or left at its address for service of notices; or in any other way permitted by law.

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Execution Page

IN WITNESS WHEREOF, the parties have executed this Agreement as of the Effective Date.

Mr. Abhinav Peddini

**M/s NxtWave Disruptive Technologies Pvt
Ltd**

By: Mr. Abhinav Peddini

By: Mr. Rahul Attuluri

Signature: 

Signature: 

Date: **21/06/2024**
Hyderabad

Adithya Battu
S/O Battu Ravinder Raju, H. No. 12-1-56,
Mohin Pura, Near Government High school,
Siddipet, Medak, Andhra Pradesh, 502103

PERSONAL & CONFIDENTIAL

Sub: Offer of Employment

Dear **Adithya**,

Based on your academic qualifications and the results of the interview, we ('the Company') are pleased to offer you the position of **Application Engineer**.

- This offer is being made in good faith based on the information and documents provided by you during the recruitment process. Your academic certificates need to be produced in the original for verification on or before the joining date failing which, the Company, in its sole discretion, may withdraw or cancel this offer.
- The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. In case of any discrepancies found with the information or documents or if the results of such background checks are found to be unsatisfactory, the Company, in its sole discretion, may withdraw or cancel this offer.
- You will be entitled to receive compensation and benefits as listed in Annexure.
- The date of joining will be on or before **June 25, 2024**.
- Your employment will be governed by the terms and conditions of the Employment Agreement which will be issued to you on the date of joining.
- Your job duties and responsibilities will be in accordance with Annexure along with the Roles & Responsibility Statement which will be issued to you on your date of joining.
- You shall keep the contents of this offer and all other documents hereto confidential and are not to be disclosed to any third party.




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Registered Office:
CADFEM India Pvt Ltd
9-3-191/C1, Tower 2, 9th Floor, Fortune-B,
Rajbhavan Road, Somajiguda,
Hyderabad - 500082, Telangana, India
T: 040-4641000 | M: +91 7678662007
E: hr@cadfem.in
W: www.cadfem.in

CADFEM INDIA OFFICE:
Hyderabad (HQ) | Pune | Bengaluru | Chennai
| Surat | Coimbatore

CADFEM Global Offices:
Austin | China | Czech Republic | Doha
| France | Germany | India | Ireland | Italy
| Mexico | Poland | Russia | Singapore
| Switzerland | UK | USA (CA) | Venezuela

Registration Information:
CIN: U74997TG2017PT020521
PAN: AACCE0799C
GSTIN: 4702020000
The 9090075499
MSME: U74997TG2017PT020521
GSTN: AACCE0799C-12

Bank Account Information:
Beneficiary Bank: HSBC Ltd.
Beneficiary Name: CADFEM India Pvt Ltd
PAN Account No: 040-710941-001
CUR Account No: 040-710941-112
USD Account No: 040-710941-011
IFSC: 400003000022
SWIFT: HSBCHK33



Please acknowledge your acceptance of our offer by signing and returning a duplicate copy of this letter within 24 hours of this letter.

For any questions about this offer or for the ones during the joining period, you are encouraged to contact hr@cadfem.in, +91 40-49481003.

We strongly believe that your valued contributions will help the Company to achieve greater heights.

With Best Regards

For CADFEM India Private Limited

C. Madhukar

Authorized Signatory



Visa

I have read and understood the terms of this Offer of Employment and all annexure thereto. I accept this employment letter and my date of joining is 25-June-2024.

Signature

Date:

Jun 22 2024

Full Name:

Adithya Battu

Date: 03/01/2024

Ref: TMEIC/2023/ GET/85

Mr. Bathula Hareesh Teja
Flat No. 302, Sri Sai Pravali Apartment,
Narsingi Village, Gandipet Mandal,
R.R. District-500089

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

Dear Mr. Bathula Hareesh Teja

This has reference to the interaction that you had with us on 28th December'2023.

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

As informed by your educational institute, your final examinations are due to get completed in the 2nd week of June 2024 and you will receive your results and certificates by Third Week of July 2024. Your selection as a Trainee in our organization is subject to your passing the final academic exams in the first attempt (B. Tech or M. Tech as the case be) and acquire the degree. Please note that you will have to produce the final passing certificate along with the marksheet to the organization immediately after the declaration of the results.

Considering the foregoing, you are required to join the organization tentatively between 1st August 2024 to 1st September 2024. The exact date of joining will be communicated to you. In the event of failing to acquire the required qualification and/or submitting the marksheet and passing certificate, this offer of traineeship will stand withdrawn. Also, if you fail to join on the date communicated to you, this offer will stand withdrawn.

You shall be operating from the Hyderabad office at **Unit #03-01, Third Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500081**. In times to come, based on the requirements, you may be placed at any other locations where the company has factory, office, or business activities, either in India or abroad.

During the training period, you will be paid an all-inclusive/Cost to Company (CTC) compensation of **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Additionally, you will also be paid a one-time amount of **Rs. 50,000/-** (Rupees Fifty Thousand Only) as Bonus for successful completion of the training with satisfactory level of performance. This one-time payment shall be made to you at the end of your training period.

In case you leave on your own or the management terminates your traineeship for whatever reason before the said period of one year or you fail to perform as per the expectations of the management, you shall not be eligible for receiving the above-mentioned one-time amount.

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

TMEIC Industrial Systems India Private Limited

Unit-03-01, Level -3, 3rd Floor, Cyber Pearl Block-II, HITECH City, Madhapur, HYDERABAD, Telangana, INDIA 500081

CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | phone: +91-40-4434-0000 | Fax: +91-40-4434-0034

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

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

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

Upon receipt of this letter, you are required to send a signed copy of this letter to the HR department immediately for records in token of your acceptance of the offer.

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

For TMEIC Industrial Systems India Pvt. Ltd.



Uttam Rathod
Head Corporate HR

Encl.: Annexure – A (Pay and benefits)
Annexure – B (Terms & Conditions of Traineeship)

**Annexure A
Pay and Benefits**

Name: Mr. Bathula Hareesh Teja
Designation: Graduate Engineer Trainee
Grade: GET

Fixed Component	Monthly (INR)	Annual (INR)
I) Basic Salary	21500	258000
II) Other Flexi Allowances	6636	79630
A) Total Fixed Components (I+II)	28136	337630

Benefits		
III) Employer's contribution to the Provident Fund (As per the provisions of the Employees Provident Fund and Miscellaneous Provisions Act 1952, @ 12% of the Basic Salary)	2580	30960
IV) Gratuity (As per the provisions of the Gratuity Act, 1972). Payable on completion of minimum 5 years of service with the company.		12410
V) Notional Value of Insurance Premium paid by the company for Group Medclaim Policy, Group Personal Accident Policy & Group Term Life Insurance Policy		19000
B) Total Benefits (III+IV+V)		62370
C) Variable Pay		0

Total CTC (A+B+C)		400000
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Other Flexi Allowances	
Other Flexi Allowances can be claimed under the following heads and limits. (House Rent Allowance, Leave Travel Allowance, Meal coupons and Car cost reimbursement are exempted as per the provision and limits specified under the Income Tax act).	
Allowance	Permissible Limit
House Rent Allowance	Upto 40 % of Basic Salary (50% for employees in the Metro cities)
Leave Travel Allowance*	Upto INR 1,00,000 Per annum
Meal Coupons	INR 13,200 per annum or INR 26,400 per annum. Employees in the factory are not eligible for this
Car Cost Reimbursement**	INR 21,600 per annum for the car of less than 1600 cc and INR 28800 for the car more than 1600 cc
Supplementary Allowance	Balance Amount
* Leave Travel Allowance: Reimbursement can be claimed in accordance with the Income Tax rules. Unclaimed amount if any at end of the financial year shall be taxed and credited to employee account.	
** Car Cost Reimbursement: Can be claimed only by the employee who uses his/her own car for commuting from home to office regularly. The car must be registered in the employee's name to claim this benefit. Employee to submit the registration certificate. If the employee uses company provided transport for such commuting, he/she will not be to claimed this benefit.	
Variable Pay: If applicable, is payable annually. The payment is based upon the company's performance and the individual performance ratings of the employee for the period under review	

Insurance Benefits
Group Term Life Insurance Coverage: - INR 1 Crore or Ten times Gross CTC whichever is lower
Group Personal Accident Insurance Coverage: - INR 15,00,000 or Two times Gross CTC whichever is higher
Group Medclaim Policy Coverage – INR 4,50,000 for Self, Spouse, Two dependent Children upto the age of 25 years and Dependent Parents.

TMEIC Industrial Systems India Private Limited

Unit-03-01, Level -3, 3rd Floor, Cyber Pearl Block-II, HITECH City, Madhapur, HYDERABAD, Telangana, INDIA 500081

CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | phone: +91-40-4434-0000 | Fax: +91-40-4434-0034

Annexure – B**Training agreement**

1. Your appointment is subject to your clearing the pre-training medical check-up from the hospital/lab as maybe notified by the company. The company reserves the right to withdraw this offer should you be declared medically unfit by the doctor.
- 2. Termination of Training**
 - a. During the training period of one year, either party can terminate this contract without giving any notice or without giving any reason.
 - b. At the end of the duration of the training period of one year, the company/management at its sole discretion, may decide to offer you a regular employment on its rolls, else your traineeship shall automatically stand terminated.
 - c. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on training. In such case, your training shall automatically come to an end without any notice of termination.
- 3. Compensation and Benefits Emoluments**
 - a. The details of your Annual Compensation and Benefits and its break-up on Cost to Company (CTC) basis is presented in **Annexure A**.
 - b. The terms and conditions of your service, including the compensation break up as shown in Annexure - A are based on prevailing Company policies, procedures and other rules as applicable. The same are subject to change/revision as and when necessary. In all other services matters, you shall be governed by the policies of the Company as are in force at present or from time to time. Soft copies of all these would be made available to you upon your joining the company.
 - c. Your individual remuneration is strictly confidential, and you are prohibited from sharing the same with other employees.

Leave

Leave, holidays and working hours, shall be as per the company policies applicable to you.

Statutory Benefits

You shall be entitled to PF, ESI, Gratuity, Bonus as per the provisions of law applicable in this behalf.

The provisions of Employees' Compensation Act 1923 would be applicable in the event of any injury/accident arising out of and in the course of traineeship, subject to you not been governed by the provisions of Employees' State Insurance Act 1948.

4. Confidentiality and Non-Disclosure**Secrecy**

During the period of your traineeship, you shall not, except as authorized or required by your obligations in terms hereof, reveal/disclose/disseminate to any person or entity including competitors or persons involved directly or indirectly in allied trade, any of the trade secrets, or confidential information contained in any manuals and /or dealings concerning to the business, finances, external and internal transactions of the Company and/or its Affiliates/Associates/Group Companies, including but not limited to all data including, company contacts, processes, policies, strategies involving marketing, advertising operations; contractual obligations, business expansion plans, designs, drawings, innovations which may

come to your knowledge due to your working with the company and/ or be imparted to you by the Company during your traineeship. You shall hold in strict confidence, all such information. You shall not, during the term of your traineeship or at any time thereafter, use any such information relating to the business of the Company and/or its affiliates/ associates/ group companies for your personal gains or share with a third party.

On relinquishment of your traineeship for any reason, you shall immediately return all such records, documents, data, drawings, designs belonging to the company, if in your possession in any manner and shall not attempt to retain copies of any data, records, know how or information of the company with you. You undertake to sign an agreement in this regard if so demanded by the company or its customers due to business exigencies. If the company is required to sign a confidentiality or non-disclosure agreement with its customers or suppliers, the same shall automatically become binding upon you. Violation or breach of the said conditions shall attract penal / criminal consequences.

5. Intellectual Property

- a. You are explicitly forbidden from using content and other work developed by you for any other purpose other than for the company. You are strictly prohibited from sending such data through emails or copying such data by using electronic media for yourself or others.
- b. The rights to any invention, discovery or creation of new system or method related to the company's operations arising out of any work done by you during your traineeship, would automatically and solely vest with the company.
- c. All intellectual property rights, including, but not limited to, Patents, Copyrights, Methodologies, Processes, Designs, drawings shall be assignable to the Company. You shall execute/sign such documents for this purpose, as and when required by the Company.

6. General Code of Conduct

- a. You shall be required to undertake travel for company work whenever required.
- b. Your position is of a full-time engagement with the company and you shall devote your whole time, attention and ability, exclusively to the business of the company.
- c. You shall not take up any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture Holder) in any other trade or business or pursue any course of study, during the traineeship with the company, without prior express written permission of the management.
- d. You shall not, either directly or indirectly, receive or accept for own benefit any commission, rebate, discount, gift or profit of any nature from any individual, company or firm having business transaction with the company.
- e. You shall be governed by Rules, Regulations, Policies and the Standards of conduct (SOC) of the company which are in force and as may be amended from time to time.
- f. You shall conduct yourself professionally, at all the times while on duty.
- g. You shall effectively perform to achieve the targets set for you by the company. You shall be required to work extra hours whenever the job so requires.
- h. Your address given by you to the company in your application shall be considered to be correct for the purpose of sending any communication to you. Any change in your address shall be intimated by you to the company in writing within three days of such change, failing which any communication sent to you at your last known address shall be deemed to have been effectively served.

- i. Any correspondence, information including letters, notice of confirmation, transfer, promotion, termination, resignation, policy matters or any other communication received and sent on the official e-mail ID provided to you by the company or on your personal e mail ID and on your WhatsApp number notified by you to the company shall be treated as duly served.

6. Corporate Credit Card

If the nature of training so demands, the company may provide you with a corporate credit card. It is explicitly made clear that such credit card be used only for the official purpose, as per the policy for paying for the expenses arising out of your official transactions. You shall not use this corporate credit card for any of your personal purpose.

7. Domestic and Overseas Transfers

The Company reserves the right to transfer you by protecting your present emoluments to any other location, branch, unit, factory of the company which presently is in existence or may come into existence at some future date. You shall abide by such transfer orders. In such situation, the terms and conditions of service applicable to the new site/assignment shall govern you. The company may also alter the terms of your traineeship to suit the new assignment.

8. **Domestic and Overseas Assignments/Training/Deputation** You may be assigned on deputation, loaned to sister concerns, associate companies, client's locations or to third parties with whom the company has business association either in India or abroad. You may also be sent for periodic business training to any such place including but not limited to as mentioned above. On being selected for such deputation you undertake to sign a deputation agreement and execute a Surety Bond, if so required by the company on such terms as the Company may deem appropriate. While on deputation your terms of traineeship like leave, holiday, hours of working etc. shall be governed by the terms and conditions as applicable to the concerned site/location.

9. Restrictions on Harassment and Discrimination:

You shall not sexually harass any person/female employee or discriminate against any person on the grounds of religion, caste, race, color of skin, national or ethnic origin, belief or sexual orientation. You shall at all-time inform your superior of any fact, that constitute harassment or discrimination. You shall not engage into any of the acts prohibited under the sexual harassment of women employees at workplace (Prevention, prohibition and redressal) Act 2013

10. Use of Social Media

Social media usage by you in no manner should be deterrent to the Name, Brand, Goodwill of the company. Social media includes blogs, social networking sites, instant messaging, discussion forums and others. Any expression of personal views or opinions on the Company and its operations on the social networking forums or any disclosure of business information therein may expose you to legal violations. You should refrain from making any comment about the company, its business partners, vendors or any of the entities related to the Company in social media forums. Even while using the social media in one's own personal capacity, use of the company logo or the Company's name is prohibited. Social media policy of the company shall be binding on you.

11. Company's Right to Monitor:

The company reserves the right to monitor, intercept, review and access your computer/ laptop provided by the company, Telephone logs of the cell phone/sim card

provided by the company, internet usage, voicemail, e-mail, and other communication facilities provided by the company during your traineeship. It is important for you to note that and you are made aware that any and all communication(s) and activity(s) on Company equipment or premises cannot be presumed private.

You shall not use the Company's computer, software, equipment, internet, telecommunication and email facilities for any purpose other than the business of the Company.

12. Prohibition on Disparagement:

During your traineeship and at all times thereafter, you shall not make any false, defamatory or disparaging statements about the Company, its employees, Officers, Managers or Directors that are likely to cause damage to the reputation of the company or the person.

13. Violation/breach of the agreement and Jurisdiction

Any breach/violation of the above terms and conditions of the traineeship shall be dealt in accordance with Law.

Even if deputed overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of the terms of your traineeship shall be the courts in Tumkur, Bangalore only.

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

- a. Self-Attested copy of Certificates supporting your educational qualifications (from Standard 10th /SSLC/ICSE onwards) along with marks sheets.
- b. Self-Attested copy of Your Aadhar card
- c. Self-attested copy of PAN card
- d. Self-Attested copy of Your Driving License
- e. Self-Attested copy of Your valid passport (if available)
- f. Five colored passport sized photographs with blue background.

This offer of traineeship has been issued to you based on the information furnished/documentary proofs submitted by you as per the list mentioned above. However, if any discrepancies are observed in these documentary proofs submitted by you, the Company reserves the right to revoke the offer.

In case, any discrepancies are observed anytime in the future, the company reserves to terminate your traineeship without giving any notice.

Acceptance and Acknowledgement

I, hereby acknowledge that I have read all the terms and conditions mentioned above in the offer of traineeship and confirm my acceptance to the same, including the terms and conditions mentioned therein.

I will join the company on or before.....

.....

Signature

Date

Madhilesh Erramshetti

Hyderabad, Telangana.

Dear Madhilesh Erramshetti,

We are delighted to extend an offer of employment to you for the position of “**Associate Engineer**” at **CtrlS Datacenters Limited**. We are excited about the potential you bring to our organization and look forward to your contributions.

Please review the following terms and conditions of your employment with us:

1. Your remuneration and other emoluments will be as per the details provided in Annexure A annexed hereto.
2. You will be posted at Hyderabad or such other location as is designated by the Company from time to time.
3. You would report to your seniors or as assigned by the management from time to time during your employment.
4. As an employee of the Company, you will have access to confidential and proprietary information. You will be required to sign a separate confidentiality and non-disclosure agreement to protect the sensitive information of the Company, its clients, and partners.
5. **Training Period:** You will be required to undergo a comprehensive training program as a part of your employment with the Company. The duration of the training program shall be for 2 (two) months (**Training Period**).
6. **Probationary Period:** You would be responsible for all the objectives/ targets set by your reporting authorities, which are considered for evaluation of your probation period for six (6) months or any extension thereof at the discretion of the Company (**Probationary Period**). This Probationary Period shall start after the completion of the Training Period. During the Probation Period, your performance will be evaluated to determine your suitability for the role. During the Probation Period, the Company shall be entitled to terminate your services by giving a 15-day notice period or salary in lieu thereof. During the Probation Period, you can terminate your employment with one (1) month notice.
7. **Termination:** Termination of employment may occur due to resignation, termination for cause, or as otherwise outlined in our company policies and/or detailed employment agreement. After completion of the Probation Period, either Party may terminate the Employment Agreement by issuing three (3) months’ notice or salary in lieu-of notice.
8. A detailed Employment Agreement, outlining further terms and conditions of your Employment, will be executed between you and the Company.
9. Your appointment will be subject to a satisfactory and positive background verification check as conducted by an appointed 3rd party. In the eventuality of your background check not being positive, you will lose a lien on this appointment, irrespective of whether you have joined us or not.
10. Please review this offer letter carefully. If you accept our offer, please sign and return a copy of this letter within five (5) working days of receipt of the offer letter.



Please sign a copy of this letter as a token of your acceptance of the offer and return the same for our records. Please also convey the exact date of your joining the Company in writing/ return email.

Thanking you,

I accept the above offer

Yours faithfully

For **CtrlS Datacenters Limited**

Signature

P. Rajani Reddy
Authorized Signator

Annexure A

Please note that compensation is a purely confidential matter between an employee and the Company.

During Training:

During the training period, you will receive **Rs. 10,000** (Ten Thousand rupees only) as stipend per month.

Post-completion of Training:

Name	Madhilesh Erramshetti
Designation	Associate Engineer
Grade	L0
Fixed Sal Per annum	418404
Performance Linked Pay	60000
PF Employer Per annum	21600
Total CTC Sal per annum	500000

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	14667	Basic	176004
HRA	9167	HRA	110004
LTA	5000	LTA	60000
Special Allowance	6033	Special Allowance	72396
A. Fixed Salary	34867	A. Fixed Salary	418404
B. Performance Linked Pay	5000	B. Performance Linked Pay	60000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
D. Employer ESIC	0	D. Employer ESIC	0
Total CTC (A+B+C+D)	41667	Total CTC (A+B+C+D)	500000

Other Perks	Limit (P.A)	Coverage
Medical Insurance Coverage	300000	Employee, Spouse and 2 Children
Life Term Insurance	1000000	
Accidental Insurance	2500000	



NEXTENTI TECH PRIVATE LIMITED

Date: 23/05/2024

OFFER LETTER

Dear Mr. Rishikesh P ,

We welcome you to "M/s. Nextenti Tech Pvt Ltd"

With reference to your application and the subsequent interview you had with us, we are pleased to offer you as "Technical Associate" - at M/s. Nextenti Tech Pvt Ltd". You are requested to report at the Office of M/s. Nextenti Tech Pvt Ltd, Third floor, TRENDZ TRINITY, H.No. 1-89/A/18, Plot No - 18, Sy Nos 31-36, Madhapur, Hyderabad - 500081.

The terms and conditions of your service will be detailed in your appointment letter which will be issued at time of joining. Terms and conditions are subject to change from time to time by the Firm.

Please submit the following to the HR Department

1. Copy of Identification and addressproof : Adhar card/voter card/Passport/ others
2. Copy Educational Qualification along with Mark Sheets.
3. Schooling Certificates in support of your age.
4. Your relieving letter from present/previous employer.
5. Service /Experience Certificate(s), if any.
6. 5Nos of color Passport Size latest photographs.
7. Bank Accoount details

Your offer has been made, based on the information furnished by you.

For our information and regards, please acknowledge (sign and return) the duplicate copy of this letter, as token of your acceptance of the above.

For " M/S NEXTENTI TECH PVT LTD ".

HR Manager

Brigade Enterprises Limited

Corporate Identity Number (CIN) : L85110KA1995PLC019126
Registered Office : 29th & 30th Floor, World Trade Center
Brigade Gateway Campus, 26/1, Dr. Rajkumar Road
Malleswaram - Rajajinagar, Bengaluru - 560 055, India
T : +91 80 4137 9200
E : enquiry@brigadegroup.com W : www.brigadegroup.com



BRIGADE

Building Positive Experiences

10th June 2024

Mr. Saiteja Shivanadhula,
4-12/17, Near Little Champs Play School,
Babamma Colony, Kismathpur, Gandipet Mandal,
Ranga Reddy, Hyderabad, Telangana - 506101

Dear Mr. Saiteja,

Welcome to Brigade Group!

We are pleased to engage you as an **Apprentice – Graduate Engineer Trainee (GET)** in our organisation as per the terms discussed with you.

We would be happy to onboard you effective 10th June 2024.

Your apprentice training as a 'GET' will be for a period of one year effective from 10th June 2024 to 9th June 2025. During this period, you will be enrolled under National Apprenticeship Training Scheme as per the government regulations and as part of this scheme, you will be eligible for an additional Apprenticeship grant directly from the Govt. The consolidated stipend structure is as follows:

Consolidated Stipend	22,750/- (Per Month) - 10% TDS will be applicable
Apprenticeship Grant	4,500/- (Per Month)

This offer is subject to your:

- Successful completion of your graduation (Without any backlogs)
- Reporting on the said date.
- Clearance of candidate medical check.
- Verification of original documents pertaining to education and other achievements.

Please find the list of documents that are required to be submitted on the date of joining.

Looking forward to your joining the Brigade Family to take the first steps in your career.

With best wishes,



Chidambar R Sirdeshpande
Chief Human Resource Officer

I accept the letter of apprentice and shall report for training on -----

Signature of the Candidate



**Letter of Intent (LoI)****Ref No:** SoCT/LoI/ET**Date:** 04-05-2024**Name:** GANDLA SAKETH KUMAR**College:** Chaitanya Bharathi Institute of Technology Hyderabad**Dear** GANDLA SAKETH KUMAR,**Sub: LoI for Selection as Engineer Trainee - Regarding**

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society, we are pleased to inform you that you have been provisionally selected by **SoCtronics Technologies Pvt. Ltd.**, (the “**Company**” and includes its successors and permitted assigns) for undergoing sponsored training at VEDA IIT and the Company in **VLSI Analog Engineering with a specific domain to be allotted on a later date** (the “**Training Program**”).

The Training Program is likely to take a minimum of 6 months and may be extended to fulfil the requirements. After successful completion of the Training Program and subject to you qualifying as a B. Tech. graduate, you will be offered employment on the rolls of the Company. The domain to be allotted shall depend on your performance that is indicative of your suitability for that particular domain as per the criteria set by VEDA IIT and the Company and the then project requirements.

In certain cases, based on customer requests, you may be required to undergo an additional short term specialized training to enable you to be assigned to those customer projects. This is likely to be for a maximum period of 2 months. Until that specialized training is completed, you will be designated as an intern and be eligible for the internship stipend only for this additional period. After completion of the specialized training, you will be designated as **Engineer Trainee**.

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

VEDA IIT is expected to schedule the Training Program from **May 15, 2024** and you may indicate your acceptance herein below. Schedule given is tentative and is subject to change at the discretion of the Company and VEDA IIT and such changes shall be intimated to you.

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

Place:

Date:

Name:

Signature:

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the Lol, provide a confirmation of your joining the Training Program on **May 15, 2024** or any date rescheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this Lol in the footer column and send the same to the Company.
- Within **1 week**, provide self-attested photocopies of all your marks sheets from Class 10 onwards and qualification certificates which shall be verified against the originals.
- **3 days** prior to the commencement of the Training Program, provide an executed copy of the training cost reimbursement agreement.

II. Formalities to be completed by **1 Week**, for joining the Training Program are as follows:

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

During the first year of your employment with the Company as **Engineer Trainee**, you will be paid an annual compensation of Rs. **6,00,000/-** (Rupees **Six Lakhs**) per annum. In the event you are approved and billed for a customer project, then based on your performance during the Training Program and in the Company, you may be entitled to a project performance bonus up to a maximum of Rs. **3,00,000 /-** (Rupees **Three Lakhs**) per annum, pro-rated for the period of deployment and payable on a monthly basis.

You will continue as **Engineer Trainee** for a period of one year from the date of joining and if your performance is found to meet and/or exceed the expectations of the Company, you will be promoted as **Engineer 1**. Your salary revision will happen aligned to the Company's appraisal cycle which is usually 1st of April or later if the appraisal cycle is deferred across the Company, taking into account your tenure with the Company from date of joining to the effective date of salary hike and performance during such tenure.

Place:
Date:

Name:
Signature:



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

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

Please be advised in the event of any potential organizational restructuring or changes in assignment, the formal employment offer and subsequent employment may be facilitated through a third-party employer. This may necessitate your employment relationship, including but not limited to payroll and benefits administration, to be managed by this third party based on their policies and regulations. Should this condition come into effect, you will be duly notified and provided with all necessary details regarding the new employer entity prior to the issuance of your official appointment letter.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this Lol will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment.

The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

As stated above, you are requested to provide your acceptance to this Lol within **3 Days** to the undersigned, failing which this offer of Training Program and subsequent employment as **Engineer Trainee** with our Company stands cancelled.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.

Authorized Signatory

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

Received the original Letter of Intent: Name: GANDLA SAKETH KUMAR Signature:

I have read and understood the terms of this Lol and willingly accept the terms and conditions herein and give my consent to join the Training Program commencing on **May 15, 2024**.

Place:
Date:

Name:
Signature:





Nalla Vishnu Teja <nallavishnuteja116@gmail.com>

Welcome Letter - Nalla Vishnu Teja

2 messages

ITC HR Team <noreply@successfactors.eu>

Sun, 7 Jul at 6:29 PM

To: <nallavishnuteja116@gmail.com>

Cc: <kumaribeauty432@gmail.com>



Dear Nalla Vishnu Teja,

Welcome to ITC!

We are delighted to have you on-board, and hope that you will have a great journey at ITC. Please [Click here](#) to login to the OnBoarding portal.

We request you to fill up the joining forms as part of your onboarding process after logging into the portal.

We suggest you to keep the following documents / information handy while filling up the forms -

1. PAN, UAN Number and Card, PF passbook, Passport, Voter ID, Driving License etc
2. Bank Account Details (cheque leaflet with name imprinted or account statement summary with IFSC code and MICR number)
3. Family Details
4. Education Details (10th to highest educational qualification attained- Marksheets & Certificates)
5. Work Experience Details (if applicable - Joining and Relieving Documents)

Please complete the necessary process within 10 days of receipt of this mail.

Please feel free to reach out to your Recruiter in case you need any assistance.

Regards,

ITC ABD HR

Nalla Vishnu Teja <nallavishnuteja116@gmail.com>

Sat, 21 Sep at 2:04 PM

To: chandra bose chiluka <chandrabozechiluka30@gmail.com>

[Quoted text hidden]

Date: 03/01/2024

Ref: TMEIC/2023/ GET/96

Mr. Vivek Beethi

**H. No: 20-1-110, Padmashali Veedi,
Warangal, Telangana-506002**

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

Dear Mr. Vivek Beethi

This has reference to the interaction that you had with us on 28th December'2023.

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

As informed by your educational institute, your final examinations are due to get completed in the 2nd week of June 2024 and you will receive your results and certificates by Third Week of July 2024. Your selection as a Trainee in our organization is subject to your passing the final academic exams in the first attempt (B. Tech or M. Tech as the case be) and acquire the degree. Please note that you will have to produce the final passing certificate along with the marksheet to the organization immediately after the declaration of the results.

Considering the foregoing, you are required to join the organization tentatively between 1st August 2024 to 1st September 2024. The exact date of joining will be communicated to you. In the event of failing to acquire the required qualification and/or submitting the marksheet and passing certificate, this offer of traineeship will stand withdrawn. Also, if you fail to join on the date communicated to you, this offer will stand withdrawn.

You shall be operating from the Hyderabad office at **Unit #03-01, Third Floor, Block 2, Cyber Pearl,HITEC City, Madhapur, Hyderabad - 500081**. In times to come, based on the requirements, you may be placed at any other locations where the company has factory, office, or business activities, either in India or abroad.

During the training period, you will be paid an all-inclusive/Cost to Company (CTC) compensation of **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Additionally, you will also be paid a one-time amount of **Rs. 50,000/-** (Rupees Fifty Thousand Only) as Bonus for successful completion of the training with satisfactory level of performance. This one-time payment shall be made to you at the end of your training period.

In case you leave on your own or the management terminates your traineeship for whatever reason before the said period of one year or you fail to perform as per the expectations of the management, you shall not be eligible for receiving the above-mentioned one-time amount.

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

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

TMEIC Industrial Systems India Private Limited

Unit-03-01, Level -3, 3rd Floor, Cyber Pearl Block-II, HITECH City, Madhapur, HYDERABAD, Telangana, INDIA 500081

CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | phone: +91-40-4434-0000 | Fax: +91-40-4434-0034

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

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

Upon receipt of this letter, you are required to send a signed copy of this letter to the HR department immediately for records in token of your acceptance of the offer.

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

For TMEIC Industrial Systems India Pvt. Ltd.



Uttam Rathod
Head Corporate HR

Encl.: Annexure – A (Pay and benefits)
Annexure – B (Terms & Conditions of Traineeship)

**Annexure A
Pay and Benefits**

Name: Mr. Vivek Beethi
Designation: Graduate Engineer Trainee
Grade: GET

Fixed Component	Monthly (INR)	Annual (INR)
I) Basic Salary	21500	258000
II) Other Flexi Allowances	6636	79630
A) Total Fixed Components (I+II)	28136	337630

Benefits		
III) Employer's contribution to the Provident Fund (As per the provisions of the Employees Provident Fund and Miscellaneous Provisions Act 1952, @ 12% of the Basic Salary)	2580	30960
IV) Gratuity (As per the provisions of the Gratuity Act, 1972). Payable on completion of minimum 5 years of service with the company.		12410
V) Notional Value of Insurance Premium paid by the company for Group Mediclaim Policy, Group Personal Accident Policy & Group Term Life Insurance Policy		19000
B) Total Benefits (III+IV+V)		62370

C) Variable Pay		0
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Total CTC (A+B+C)		400000
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Other Flexi Allowances	
Other Flexi Allowances can be claimed under the following heads and limits. (House Rent Allowance, Leave Travel Allowance, Meal coupons and Car cost reimbursement are exempted as per the provision and limits specified under the Income Tax act).	
Allowance	Permissible Limit
House Rent Allowance	Upto 40 % of Basic Salary (50% for employees in the Metro cities)
Leave Travel Allowance*	Upto INR 1,00,000 Per annum
Meal Coupons	INR 13,200 per annum or INR 26,400 per annum. Employees in the factory are not eligible for this
Car Cost Reimbursement**	INR 21,600 per annum for the car of less than 1600 cc and INR 28800 for the car more than 1600 cc
Supplementary Allowance	Balance Amount
* Leave Travel Allowance: Reimbursement can be claimed in accordance with the Income Tax rules. Unclaimed amount if any at end of the financial year shall be taxed and credited to employee account.	
** Car Cost Reimbursement: Can be claimed only by the employee who uses his/her own car for commuting from home to office regularly. The car must be registered in the employee's name to claim this benefit. Employee to submit the registration certificate. If the employee uses company provided transport for such commuting, he/she will not be to claimed this benefit.	
Variable Pay: If applicable, is payable annually. The payment is based upon the company's performance and the individual performance ratings of the employee for the period under review	

Insurance Benefits
Group Term Life Insurance Coverage: - INR 1 Crore or Ten times Gross CTC whichever is lower
Group Personal Accident Insurance Coverage: - INR 15,00,000 or Two times Gross CTC whichever is higher
Group Mediclaim Policy Coverage – INR 4,50,000 for Self, Spouse, Two dependent Children upto the age of 25 years and Dependent Parents.

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Annexure – B**Training agreement**

1. Your appointment is subject to your clearing the pre-training medical check-up from the hospital/lab as maybe notified by the company. The company reserves the right to withdraw this offer should you be declared medically unfit by the doctor.

- 2. Termination of Training**
 - a. During the training period of one year, either party can terminate this contract without giving any notice or without giving any reason.
 - b. At the end of the duration of the training period of one year, the company/management at its sole discretion, may decide to offer you a regular employment on its rolls, else your traineeship shall automatically stand terminated.
 - c. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on training. In such case, your training shall automatically come to an end without any notice of termination.

- 3. Compensation and Benefits Emoluments**
 - a. The details of your Annual Compensation and Benefits and its break-up on Cost to Company (CTC) basis is presented in **Annexure A**.
 - b. The terms and conditions of your service, including the compensation break up as shown in Annexure - A are based on prevailing Company policies, procedures and other rules as applicable. The same are subject to change/revision as and when necessary. In all other services matters, you shall be governed by the policies of the Company as are in force at present or from time to time. Soft copies of all these would be made available to you upon your joining the company.
 - c. Your individual remuneration is strictly confidential, and you are prohibited from sharing the same with other employees.

Leave

Leave, holidays and working hours, shall be as per the company policies applicable to you.

Statutory Benefits

You shall be entitled to PF, ESI, Gratuity, Bonus as per the provisions of law applicable in this behalf.

The provisions of Employees' Compensation Act 1923 would be applicable in the event of any injury/accident arising out of and in the course of traineeship, subject to you not been governed by the provisions of Employees' State Insurance Act 1948.

4. Confidentiality and Non-Disclosure**Secrecy**

During the period of your traineeship, you shall not, except as authorized or required by your obligations in terms hereof, reveal/disclose/disseminate to any person or entity including competitors or persons involved directly or indirectly in allied trade, any of the trade secrets, or confidential information contained in any manuals and /or dealings concerning to the business, finances, external and internal transactions of the Company and/or its Affiliates/Associates/Group Companies, including but not limited to all data including, company contacts, processes, policies, strategies involving marketing, advertising operations; contractual obligations, business expansion plans, designs, drawings, innovations which may

come to your knowledge due to your working with the company and/ or be imparted to you by the Company during your traineeship. You shall hold in strict confidence, all such information. You shall not, during the term of your traineeship or at any time thereafter, use any such information relating to the business of the Company and/or its affiliates/ associates/ group companies for your personal gains or share with a third party.

On relinquishment of your traineeship for any reason, you shall immediately return all such records, documents, data, drawings, designs belonging to the company, if in your possession in any manner and shall not attempt to retain copies of any data, records, know how or information of the company with you. You undertake to sign an agreement in this regard if so demanded by the company or its customers due to business exigencies. If the company is required to sign a confidentiality or non-disclosure agreement with its customers or suppliers, the same shall automatically become binding upon you. Violation or breach of the said conditions shall attract penal / criminal consequences.

5. Intellectual Property

- a. You are explicitly forbidden from using content and other work developed by you for any other purpose other than for the company. You are strictly prohibited from sending such data through emails or copying such data by using electronic media for yourself or others.
- b. The rights to any invention, discovery or creation of new system or method related to the company's operations arising out of any work done by you during your traineeship, would automatically and solely vest with the company.
- c. All intellectual property rights, including, but not limited to, Patents, Copyrights, Methodologies, Processes, Designs, drawings shall be assignable to the Company. You shall execute/sign such documents for this purpose, as and when required by the Company.

6. General Code of Conduct

- a. You shall be required to undertake travel for company work whenever required.
- b. Your position is of a full-time engagement with the company and you shall devote your whole time, attention and ability, exclusively to the business of the company.
- c. You shall not take up any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture Holder) in any other trade or business or pursue any course of study, during the traineeship with the company, without prior express written permission of the management.
- d. You shall not, either directly or indirectly, receive or accept for own benefit any commission, rebate, discount, gift or profit of any nature from any individual, company or firm having business transaction with the company.
- e. You shall be governed by Rules, Regulations, Policies and the Standards of conduct (SOC) of the company which are in force and as may be amended from time to time.
- f. You shall conduct yourself professionally, at all the times while on duty.
- g. You shall effectively perform to achieve the targets set for you by the company. You shall be required to work extra hours whenever the job so requires.
- h. Your address given by you to the company in your application shall be considered to be correct for the purpose of sending any communication to you. Any change in your address shall be intimated by you to the company in writing within three days of such change, failing which any communication sent to you at your last known address shall be deemed to have been effectively served.

- i. Any correspondence, information including letters, notice of confirmation, transfer, promotion, termination, resignation, policy matters or any other communication received and sent on the official e-mail ID provided to you by the company or on your personal e mail ID and on your WhatsApp number notified by you to the company shall be treated as duly served.

6. Corporate Credit Card

If the nature of training so demands, the company may provide you with a corporate credit card. It is explicitly made clear that such credit card be used only for the official purpose, as per the policy for paying for the expenses arising out of your official transactions. You shall not use this corporate credit card for any of your personal purpose.

7. Domestic and Overseas Transfers

The Company reserves the right to transfer you by protecting your present emoluments to any other location, branch, unit, factory of the company which presently is in existence or may come into existence at some future date. You shall abide by such transfer orders. In such situation, the terms and conditions of service applicable to the new site/assignment shall govern you. The company may also alter the terms of your traineeship to suit the new assignment.

8. **Domestic and Overseas Assignments/Training/Deputation** You may be assigned on deputation, loaned to sister concerns, associate companies, client's locations or to third parties with whom the company has business association either in India or abroad. You may also be sent for periodic business training to any such place including but not limited to as mentioned above. On being selected for such deputation you undertake to sign a deputation agreement and execute a Surety Bond, if so required by the company on such terms as the Company may deem appropriate. While on deputation your terms of traineeship like leave, holiday, hours of working etc. shall be governed by the terms and conditions as applicable to the concerned site/location.

9. Restrictions on Harassment and Discrimination:

You shall not sexually harass any person/female employee or discriminate against any person on the grounds of religion, caste, race, color of skin, national or ethnic origin, belief or sexual orientation. You shall at all-time inform your superior of any fact, that constitute harassment or discrimination. You shall not engage into any of the acts prohibited under the sexual harassment of women employees at workplace (Prevention, prohibition and redressal) Act 2013

10. Use of Social Media

Social media usage by you in no manner should be deterrent to the Name, Brand, Goodwill of the company. Social media includes blogs, social networking sites, instant messaging, discussion forums and others. Any expression of personal views or opinions on the Company and its operations on the social networking forums or any disclosure of business information therein may expose you to legal violations. You should refrain from making any comment about the company, its business partners, vendors or any of the entities related to the Company in social media forums. Even while using the social media in one's own personal capacity, use of the company logo or the Company's name is prohibited. Social media policy of the company shall be binding on you.

11. Company's Right to Monitor:

The company reserves the right to monitor, intercept, review and access your computer/ laptop provided by the company, Telephone logs of the cell phone/sim card

provided by the company, internet usage, voicemail, e-mail, and other communication facilities provided by the company during your traineeship. It is important for you to note that and you are made aware that any and all communication(s) and activity(s) on Company equipment or premises cannot be presumed private.

You shall not use the Company's computer, software, equipment, internet, telecommunication and email facilities for any purpose other than the business of the Company.

12. Prohibition on Disparagement:

During your traineeship and at all times thereafter, you shall not make any false, defamatory or disparaging statements about the Company, its employees, Officers, Managers or Directors that are likely to cause damage to the reputation of the company or the person.

13. Violation/breach of the agreement and Jurisdiction

Any breach/violation of the above terms and conditions of the traineeship shall be dealt in accordance with Law.

Even if deputed overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of the terms of your traineeship shall be the courts in Tumkur, Bangalore only.

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

- a. Self-Attested copy of Certificates supporting your educational qualifications (from Standard 10th /SSLC/ICSE onwards) along with marks sheets.
- b. Self-Attested copy of Your Aadhar card
- c. Self-attested copy of PAN card
- d. Self-Attested copy of Your Driving License
- e. Self-Attested copy of Your valid passport (if available)
- f. Five colored passport sized photographs with blue background.

This offer of traineeship has been issued to you based on the information furnished/documentary proofs submitted by you as per the list mentioned above. However, if any discrepancies are observed in these documentary proofs submitted by you, the Company reserves the right to revoke the offer.

In case, any discrepancies are observed anytime in the future, the company reserves to terminate your traineeship without giving any notice.

Acceptance and Acknowledgement

I, hereby acknowledge that I have read all the terms and conditions mentioned above in the offer of traineeship and confirm my acceptance to the same, including the terms and conditions mentioned therein.

I will join the company on or before.....

.....

Signature

Date



SOUTHERN POWER DISTRIBUTION COMPANY OF TELANGANA LIMITED
(A Govt. of Telangana Undertaking)
(Formerly Central Power Distribution Company of Andhra Pradesh Ltd.)
OPERATION CIRCLE :: YADADRI

Memo.No.SE/OP/YDD/DE(T&C)/JAO/ADM/SA/D.No. 772 /22, Dt.18.11.2022.

Sub:- Estt - TSSPDCL - E.S. - Kumari VANAMOJU MADHURI,
HT. No. 313439 - Appointed as Sub-Engineer/Electrical through
Direct Recruitment - Posting Orders - Issued.

Ref :- 1. Memo.No.CGM(HRD)/GM(Per)/AS(Per&Ser)/PO-A/53-A1/22,
Dt. 10-11-2022
2. Memo.No.SE/OP/YDD/DE(T&C)/JAO/ADM/SA/D.No.762/22,
Dt.14-11-2022.

Kumari VANAMOJU MADHURI, HT No.313439 appointed as
Sub-Engineer/Electrical vide reference 2nd cited, is posted as Sub-Engineer/
M&P and TRE/ Yadadri under the control of the Divisional Engineer/ M&P
and TRE/ Yadadri.

2. She is directed to report for duty to the concerned immediately.
3. It is hereby informed that no request for modification of posting will be entertained.

Sd/- I. SRINATH
SUPERINTENDIG ENGINEER
OPERATION CIRCLE :: YADADRI

To
Kumari VANAMOJU MADHURI, HT. No. 313439

Copy to:-
The Divisional Engineer/M&P and TRE/Yadadri.
The Accounts Officer/(Expr.& Rev.)/Circle Office/Yadadri.

Copy Submitted to:-
The Chief General Manager (HRD)/Corporate Office/Hyderabad.
Stock file.

//FORWARDED BY ORDER//

A. Vijayalakshmi
JUNIOR ACCOUNTS OFFICER/ADM



Offer Letter - Medha Servo Drives Pvt. Ltd!

3 messages

Bindu Sree.Punna (HR) <bindusreep@medha.com>

Thu, May 30, 2024 at 6:21 PM

To: sweetsrinivas027@gmail.com

Cc: Placements HEAD <placements@cbit.ac.in>, Appala Raju .Palla(HR) <appalarajup@medha.com>, Sasikala .Thellamekala(HR) <sasikalat@medha.com>, Mounika .Turumalla(HR) <mounikat@medha.com>

Dear **Mr. NAGASRI BURA,**

Congratulations and Greetings from Medha Servo Drives Pvt Ltd !!!

We are glad to inform you have been selected as "**Engineer - Trainee**" with a training period of six months.

Please find the attached offer letter for your reference and explanation about SSS and Mediclaim Insurance etc.

Sampurna Suraksha Scheme (SSS)- You will covered with sum assured amount of Rs. 10,00,000 by the company from the day you joined in the company, if any unforeseen eventuality happens will be paid to the nominee of you.

Mediclaim Insurance Policy: Free Medical coverage to self, Parents upto 4 lakhs in case of 24 hrs of hospitalization.

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

Tentative date of joining for Training period will be in June 2024.

Please acknowledge your acceptance of offer through mail within two days of receipt of this mail.

Please submit the following documents at the time of joining.

Note: Submission of color xerox of below certificates is mandatory, without this not allowed for joining.

- 1. Photocopies of academic certificates with originals for verification.
- 2. **Color Xerox** of all family members aadhar Cards with complete date of birth (**mandatory**):
 - A. Self
 - B. Father
 - C. Mother
 - D. Spouse & Children,(if married)
- 3. Passport Size photographs -04
- 4. Identity Proof (PAN card, if not applied for PAN card apply and submit the proof of acknowledgment)
- 5. Blood group Certificate (**Mandatory**).
- 6. If you are having Bank Account (SBI / ICICI) you can bring. If it is not there we will open new account.

**Proofs submitted should match the name as that of your Aadhar Card with complete date of birth.*

Feel free to contact 7799912137 for any further clarifications.

Looking forward to meet you.

--
 Best regards,
 Bindu Sree P|Executive-HR
 T:040-68395558|M:7799912137
 Medha Servo Drives Pvt. Ltd.
 Email: bindusreep@medha.com
 web: www.medha.com

Disclaimer:The information contained in this e-mail and/or attachments to it may contain confidential data (or) privileged information of Medha. If you are not the intended recipient, any dissemination, use in any manner, review, distribution, printing, copying of the information contained in this e-mail and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify the sender and immediately delete the message and attachments (if any) permanently.
"Please consider the environment before printing this message."

Respected Madam

I hope this email finds you well.

I am writing to formally acknowledge and accept the offer extended to me for the position of Engineer - Trainee at Medha Servo Drives Pvt Ltd. I am thrilled and honored to have been selected for this opportunity, and I am eager to contribute to the team and grow within the company.

I confirm my acceptance of the offer and I am committed to joining the training program. I am excited about the prospect of learning and developing my skills during the training period.

Thank you once again for this opportunity. Please let me know if there are any further steps I need to take, and I look forward to starting this exciting journey with Medha Servo Drives Pvt Ltd.

Warm regards,
Nagasri Bura

[Quoted text hidden]

Placements HEAD <placements@cbit.ac.in>

Fri, May 31, 2024 at 9:50 AM

To: Principal CBIT <principal@cbit.ac.in>, Director CDC <director_cdc@cbit.ac.in>, Anne Violet CBIT-HR <hr@cbit.ac.in>

Bcc: sweetysrinivas027@gmail.com

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

From: **Bindu Sree.Punna (HR)** <bindusreep@medha.com>

Date: Thu, May 30, 2024 at 6:21 PM

Subject: Offer Letter - Medha Servo Drives Pvt. Ltd!

To: <sweetysrinivas027@gmail.com>

Cc: Placements HEAD <placements@cbit.ac.in>, Appala Raju .Palla(HR) <appalarajup@medha.com>, Sasikala .Thellamekala(HR) <sasikalat@medha.com>, Mounika .Turumalla(HR) <mounikat@medha.com>

[Quoted text hidden]

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With Best Regards,

Placements Team, CBIT(A), Hyderabad-75.

Dr.N.L.N Reddy 9849466587 / 8466997218, Advisor.

Dr.S.Solomon Raj 9949655133 / 8466997218, P.C.C

Dr.T.Prathima 9441044722 / 8466997218, P.C.C

Date: 03/01/2024

Ref: TMEIC/2023/ GET/86

Mr. Gyara Bhanu Prasad

H.No:3-46, Vill.Ibrahimpur ,Mdl:Raghunathpally,

Dist:Jangaon, Jangaon,Telangana, India - 506244

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

Dear Mr. Gyara Bhanu Prasad

This has reference to the interaction that you had with us on 28th December'2023.

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

As informed by your educational institute, your final examinations are due to get completed in the 2nd week of June 2024 and you will receive your results and certificates by Third Week of July 2024. Your selection as a Trainee in our organization is subject to your passing the final academic exams in the first attempt (B. Tech or M. Tech as the case be) and acquire the degree. Please note that you will have to produce the final passing certificate along with the marksheet to the organization immediately after the declaration of the results.

Considering the foregoing, you are required to join the organization tentatively between 1st August 2024 to 1st September 2024. The exact date of joining will be communicated to you. In the event of failing to acquire the required qualification and/or submitting the marksheet and passing certificate, this offer of traineeship will stand withdrawn. Also, if you fail to join on the date communicated to you, this offer will stand withdrawn.

You shall be operating from the Hyderabad office at **Unit #03-01, Third Floor, Block 2, Cyber Pearl,HITEC City, Madhapur, Hyderabad - 500081**. In times to come, based on the requirements, you may be placed at any other locations where the company has factory, office, or business activities, either in India or abroad.

During the training period, you will be paid an all-inclusive/Cost to Company (CTC) compensation of **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Additionally, you will also be paid a one-time amount of **Rs. 50,000/-** (Rupees Fifty Thousand Only) as Bonus for successful completion of the training with satisfactory level of performance. This one-time payment shall be made to you at the end of your training period.

In case you leave on your own or the management terminates your traineeship for whatever reason before the said period of one year or you fail to perform as per the expectations of the management, you shall not be eligible for receiving the above-mentioned one-time amount.

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

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

TMEIC Industrial Systems India Private Limited

Unit-03-01, Level -3, 3rd Floor, Cyber Pearl Block-II, HITECH City, Madhapur, HYDERABAD, Telangana, INDIA 500081

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

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

Upon receipt of this letter, you are required to send a signed copy of this letter to the HR department immediately for records in token of your acceptance of the offer.

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

For TMEIC Industrial Systems India Pvt. Ltd.



Uttam Rathod
Head Corporate HR

Encl.: Annexure – A (Pay and benefits)
Annexure – B (Terms & Conditions of Traineeship)

**Annexure A
Pay and Benefits**

Name: Mr. Gyara Bhanu Prasad
Designation: Graduate Engineer Trainee
Grade: GET

Fixed Component	Monthly (INR)	Annual (INR)
I) Basic Salary	21500	258000
II) Other Flexi Allowances	6636	79630
A) Total Fixed Components (I+II)	28136	337630

Benefits		
III) Employer's contribution to the Provident Fund (As per the provisions of the Employees Provident Fund and Miscellaneous Provisions Act 1952, @ 12% of the Basic Salary)	2580	30960
IV) Gratuity (As per the provisions of the Gratuity Act, 1972). Payable on completion of minimum 5 years of service with the company.		12410
V) Notional Value of Insurance Premium paid by the company for Group Mediclaim Policy, Group Personal Accident Policy & Group Term Life Insurance Policy		19000
B) Total Benefits (III+IV+V)		62370

C) Variable Pay		0
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Total CTC (A+B+C)		400000
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Other Flexi Allowances

Other Flexi Allowances can be claimed under the following heads and limits.
(House Rent Allowance, Leave Travel Allowance, Meal coupons and Car cost reimbursement are exempted as per the provision and limits specified under the Income Tax act).

Allowance	Permissible Limit
House Rent Allowance	Upto 40 % of Basic Salary (50% for employees in the Metro cities)
Leave Travel Allowance*	Upto INR 1,00,000 Per annum
Meal Coupons	INR 13,200 per annum or INR 26,400 per annum. Employees in the factory are not eligible for this
Car Cost Reimbursement**	INR 21,600 per annum for the car of less than 1600 cc and INR 28800 for the car more than 1600 cc
Supplementary Allowance	Balance Amount

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

****Car Cost Reimbursement:** Can be claimed only by the employee who uses his/her own car for commuting from home to office regularly. The car must be registered in the employee's name to claim this benefit. Employee to submit the registration certificate. If the employee uses company provided transport for such commuting, he/she will not be to claimed this benefit.

Variable Pay: If applicable, is payable annually. The payment is based upon the company's performance and the individual performance ratings of the employee for the period under review

Insurance Benefits

Group Term Life Insurance Coverage: - INR 1 Crore or Ten times Gross CTC whichever is lower
Group Personal Accident Insurance Coverage: - INR 15,00,000 or Two times Gross CTC whichever is higher
Group Mediclaim Policy Coverage – INR 4,50,000 for Self, Spouse, Two dependent Children upto the age of 25 years and Dependent Parents.

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Annexure – B**Training agreement**

1. Your appointment is subject to your clearing the pre-training medical check-up from the hospital/lab as maybe notified by the company. The company reserves the right to withdraw this offer should you be declared medically unfit by the doctor.

- 2. Termination of Training**
 - a. During the training period of one year, either party can terminate this contract without giving any notice or without giving any reason.
 - b. At the end of the duration of the training period of one year, the company/management at its sole discretion, may decide to offer you a regular employment on its rolls, else your traineeship shall automatically stand terminated.
 - c. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on training. In such case, your training shall automatically come to an end without any notice of termination.

- 3. Compensation and Benefits Emoluments**
 - a. The details of your Annual Compensation and Benefits and its break-up on Cost to Company (CTC) basis is presented in **Annexure A**.
 - b. The terms and conditions of your service, including the compensation break up as shown in Annexure - A are based on prevailing Company policies, procedures and other rules as applicable. The same are subject to change/revision as and when necessary. In all other services matters, you shall be governed by the policies of the Company as are in force at present or from time to time. Soft copies of all these would be made available to you upon your joining the company.
 - c. Your individual remuneration is strictly confidential, and you are prohibited from sharing the same with other employees.

Leave

Leave, holidays and working hours, shall be as per the company policies applicable to you.

Statutory Benefits

You shall be entitled to PF, ESI, Gratuity, Bonus as per the provisions of law applicable in this behalf.

The provisions of Employees' Compensation Act 1923 would be applicable in the event of any injury/accident arising out of and in the course of traineeship, subject to you not been governed by the provisions of Employees' State Insurance Act 1948.

4. Confidentiality and Non-Disclosure**Secrecy**

During the period of your traineeship, you shall not, except as authorized or required by your obligations in terms hereof, reveal/disclose/disseminate to any person or entity including competitors or persons involved directly or indirectly in allied trade, any of the trade secrets, or confidential information contained in any manuals and /or dealings concerning to the business, finances, external and internal transactions of the Company and/or its Affiliates/Associates/Group Companies, including but not limited to all data including, company contacts, processes, policies, strategies involving marketing, advertising operations; contractual obligations, business expansion plans, designs, drawings, innovations which may

come to your knowledge due to your working with the company and/ or be imparted to you by the Company during your traineeship. You shall hold in strict confidence, all such information. You shall not, during the term of your traineeship or at any time thereafter, use any such information relating to the business of the Company and/or its affiliates/ associates/ group companies for your personal gains or share with a third party.

On relinquishment of your traineeship for any reason, you shall immediately return all such records, documents, data, drawings, designs belonging to the company, if in your possession in any manner and shall not attempt to retain copies of any data, records, know how or information of the company with you. You undertake to sign an agreement in this regard if so demanded by the company or its customers due to business exigencies. If the company is required to sign a confidentiality or non-disclosure agreement with its customers or suppliers, the same shall automatically become binding upon you. Violation or breach of the said conditions shall attract penal / criminal consequences.

5. Intellectual Property

- a. You are explicitly forbidden from using content and other work developed by you for any other purpose other than for the company. You are strictly prohibited from sending such data through emails or copying such data by using electronic media for yourself or others.
- b. The rights to any invention, discovery or creation of new system or method related to the company's operations arising out of any work done by you during your traineeship, would automatically and solely vest with the company.
- c. All intellectual property rights, including, but not limited to, Patents, Copyrights, Methodologies, Processes, Designs, drawings shall be assignable to the Company. You shall execute/sign such documents for this purpose, as and when required by the Company.

6. General Code of Conduct

- a. You shall be required to undertake travel for company work whenever required.
- b. Your position is of a full-time engagement with the company and you shall devote your whole time, attention and ability, exclusively to the business of the company.
- c. You shall not take up any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture Holder) in any other trade or business or pursue any course of study, during the traineeship with the company, without prior express written permission of the management.
- d. You shall not, either directly or indirectly, receive or accept for own benefit any commission, rebate, discount, gift or profit of any nature from any individual, company or firm having business transaction with the company.
- e. You shall be governed by Rules, Regulations, Policies and the Standards of conduct (SOC) of the company which are in force and as may be amended from time to time.
- f. You shall conduct yourself professionally, at all the times while on duty.
- g. You shall effectively perform to achieve the targets set for you by the company. You shall be required to work extra hours whenever the job so requires.
- h. Your address given by you to the company in your application shall be considered to be correct for the purpose of sending any communication to you. Any change in your address shall be intimated by you to the company in writing within three days of such change, failing which any communication sent to you at your last known address shall be deemed to have been effectively served.

- i. Any correspondence, information including letters, notice of confirmation, transfer, promotion, termination, resignation, policy matters or any other communication received and sent on the official e-mail ID provided to you by the company or on your personal e mail ID and on your WhatsApp number notified by you to the company shall be treated as duly served.

6. Corporate Credit Card

If the nature of training so demands, the company may provide you with a corporate credit card. It is explicitly made clear that such credit card be used only for the official purpose, as per the policy for paying for the expenses arising out of your official transactions. You shall not use this corporate credit card for any of your personal purpose.

7. Domestic and Overseas Transfers

The Company reserves the right to transfer you by protecting your present emoluments to any other location, branch, unit, factory of the company which presently is in existence or may come into existence at some future date. You shall abide by such transfer orders. In such situation, the terms and conditions of service applicable to the new site/assignment shall govern you. The company may also alter the terms of your traineeship to suit the new assignment.

8. **Domestic and Overseas Assignments/Training/Deputation** You may be assigned on deputation, loaned to sister concerns, associate companies, client's locations or to third parties with whom the company has business association either in India or abroad. You may also be sent for periodic business training to any such place including but not limited to as mentioned above. On being selected for such deputation you undertake to sign a deputation agreement and execute a Surety Bond, if so required by the company on such terms as the Company may deem appropriate. While on deputation your terms of traineeship like leave, holiday, hours of working etc. shall be governed by the terms and conditions as applicable to the concerned site/location.

9. Restrictions on Harassment and Discrimination:

You shall not sexually harass any person/female employee or discriminate against any person on the grounds of religion, caste, race, color of skin, national or ethnic origin, belief or sexual orientation. You shall at all-time inform your superior of any fact, that constitute harassment or discrimination. You shall not engage into any of the acts prohibited under the sexual harassment of women employees at workplace (Prevention, prohibition and redressal) Act 2013

10. Use of Social Media

Social media usage by you in no manner should be deterrent to the Name, Brand, Goodwill of the company. Social media includes blogs, social networking sites, instant messaging, discussion forums and others. Any expression of personal views or opinions on the Company and its operations on the social networking forums or any disclosure of business information therein may expose you to legal violations. You should refrain from making any comment about the company, its business partners, vendors or any of the entities related to the Company in social media forums. Even while using the social media in one's own personal capacity, use of the company logo or the Company's name is prohibited. Social media policy of the company shall be binding on you.

11. Company's Right to Monitor:

The company reserves the right to monitor, intercept, review and access your computer/ laptop provided by the company, Telephone logs of the cell phone/sim card

provided by the company, internet usage, voicemail, e-mail, and other communication facilities provided by the company during your traineeship. It is important for you to note that and you are made aware that any and all communication(s) and activity(s) on Company equipment or premises cannot be presumed private.

You shall not use the Company's computer, software, equipment, internet, telecommunication and email facilities for any purpose other than the business of the Company.

12. Prohibition on Disparagement:

During your traineeship and at all times thereafter, you shall not make any false, defamatory or disparaging statements about the Company, its employees, Officers, Managers or Directors that are likely to cause damage to the reputation of the company or the person.

13. Violation/breach of the agreement and Jurisdiction

Any breach/violation of the above terms and conditions of the traineeship shall be dealt in accordance with Law.

Even if deputed overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of the terms of your traineeship shall be the courts in Tumkur, Bangalore only.

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

- a. Self-Attested copy of Certificates supporting your educational qualifications (from Standard 10th /SSLC/ICSE onwards) along with marks sheets.
- b. Self-Attested copy of Your Aadhar card
- c. Self-attested copy of PAN card
- d. Self-Attested copy of Your Driving License
- e. Self-Attested copy of Your valid passport (if available)
- f. Five colored passport sized photographs with blue background.

This offer of traineeship has been issued to you based on the information furnished/documentary proofs submitted by you as per the list mentioned above. However, if any discrepancies are observed in these documentary proofs submitted by you, the Company reserves the right to revoke the offer.

In case, any discrepancies are observed anytime in the future, the company reserves to terminate your traineeship without giving any notice.

Acceptance and Acknowledgement

I, hereby acknowledge that I have read all the terms and conditions mentioned above in the offer of traineeship and confirm my acceptance to the same, including the terms and conditions mentioned therein.

I will join the company on or before.....

.....

Signature

Date



Offer Letter | Gudla Sushmitha

1 message

L&D Team <training@cloud4c.com>
Reply to: L&D Team <training@cloud4c.com>
To: sushmithagudla2@gmail.com <sushmithagudla2@gmail.com>
Cc: Surabhie G <surabhie.g@ctrls.in>

Fri, 6 Oct, 2023 at 2:28 PM

Dear **Gudla Sushmitha**,

Congratulations!!!

We are pleased to offer you the position of **"Associate Engineer"** at **CtrlS Datacenters Limited**.

Your joining date will be confirmed based on your academic schedule and availability.

Kindly Note & Confirm on the below Point: -

I authorize for the background verification by company or third party to be made on the information contained/submitted with this application, Former employers, officials of education institutes and other required information named on this application are authorized to give information about me and I release them from all liability for issuing such information.

If later, the information furnished by you, is found to be incorrect or not true, you will be liable for such action as may be deemed fit by the Company.

Please confirm on the acceptance of the Offer by return mail before **12th October 2023**.

Also, attached is the Service Level Agreement and Employment Agreement. Request you to fill and share the same.

Look forward for your response.

Regards,

Learning and Development Team
CtrlS-Cloud4C



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

Tel: +91 040 67621000
www.deloitte.com

Jun 11, 2024

Ms. Patturi Sai Priya
G-37, KTPP Colony, Chelpur,
Jayashankar Bhupalpalle, 506168
India

Subject: Offer of Employment

Dear Patturi Sai Priya:

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

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 15, 2024**.

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

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

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 15, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

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

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

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 15, 2024**, 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 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. - 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

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

Patturi Sai Priya, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:
Pooja Madhuni
63848E76D79643C...
By: _____
Signature

Authorized Signatory

Acceptance

I, **Patturi Sai Priya**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:

07E385E4F42C491...

Signature

Jun 11, 2024

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.06.12 04:29:50 -07:00

Annexure A**Ms. Patturi Sai Priya****Analyst**

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

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

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

Contd/-....

Annexure A

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

**Employee Level -
Analyst**^{1a}Communication Expenses^{1b}Fuel Expenses

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

Petrol / Driver / Insurance / Repairs & Maintenance

Rs./₹ 3,000/- per month

Rs./₹ 7,500/- per month

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

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

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

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

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

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

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

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

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

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

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

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

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

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



Patturi Sai Priya

Hyderabad

Annexure B

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

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

PRELIMINARY MATTERS

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

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

PROTECTION OF OUR BUSINESS

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

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

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

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

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I

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

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

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

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

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

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

10. Ownership of Works.

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

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

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

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

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

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

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

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

12. Post- Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

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

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

OTHER POST- EMPLOYMENT OBLIGATIONS

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

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

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

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

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

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

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

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

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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

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

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

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

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

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

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

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

DocuSigned by:
For Deloitte Consulting India Private Limited

Pooja Madnani

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Pooja Madnani

Talent

Authorized Signatory

Effective as of **July 15, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment

DocuSigned by:

Patturi Sai Priya

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Patturi Sai Priya

Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.06.12 04:29:50 -07:00

EXHIBIT A

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

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

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

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

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

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

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

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

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

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

Independence – National Office (Independence) of Deloitte LLP.

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

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

PCAOB – the United States Public Company Accounting Oversight Board.

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

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

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

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

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

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

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

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

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

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

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

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

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

[If yes, please enter details below]

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

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

<u>Title</u>	<u>Date</u>	<u>Brief Description</u>
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DocuSigned by:

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Jun 11, 2024

Signature

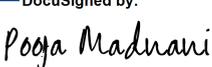
Date

Patturi Sai Priya

Name (Print)

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:

63848E76D79643C...

Pooja Madnani

Talent

Its: *Authorized Signatory*

Jun 11, 2024

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.06.12 04:29:50 -07:00

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

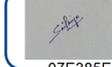
Yes, I do have *Proceedings* to report

X

No, I do not have *Proceedings* to report

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

DocuSigned by:



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Signature

Patturi Sai Priya

Name

Jun 11, 2024

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

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

Yes, I do have
Post-Employment Restrictions
re: Clients

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

Name of Client

Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
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Pooja Madnani

Talent

Its: Authorized Signatory Jun 11, 2024
Date

I have read and understood the above policy terms.

DocuSigned by:
Sai Priya
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Signature _____ Name Patturi Sai Priya Date Jun 11, 2024



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.06.12 04:29:50 -07:00

An Authorized Signatory's signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an Authorized Signatory indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

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

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

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

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

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

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

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

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

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

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

3. HARRASSMENT POLICY

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

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

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

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

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

5. RETIREMENT AGE

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

6. TRANSFERS

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

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

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

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

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

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

8. MISCONDUCT

Misconduct may include but is not limited to:

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

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

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

Effective as of **July 15, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions

of Service by:



07E385E4F42C491...

Signature

Patturi Sai Priya

Name



Jun 11, 2024

Ms. Patturi Sai Priya
G-37,KTPP Colony,Chelpur,
Jayashankar Bhupalpalle, 506168
India

Training Agreement

Dear Patturi Sai Priya:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **July 15, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed. We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

63848E76D79643C...

By:

Signature

Authorized Signatory

Date: **21/06/2024**
Hyderabad

Vamshi Gattu
S/O Raja Kanakaiah, 1-5, Rebbena,
Rebbena, Rebbana, Adilabad,
Andhra Pradesh - 504292

PERSONAL & CONFIDENTIAL

Sub: Offer of Employment

Dear **Vamshi**,

Based on your academic qualifications and the results of the interview, we ('the Company') are pleased to offer you the position of **Simulation Engineer**.

- This offer is being made in good faith based on the information and documents provided by you during the recruitment process. Your academic certificates need to be produced in the original for verification on or before the joining date failing which, the Company, in its sole discretion, may withdraw or cancel this offer.
- The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. In case of any discrepancies found with the information or documents or if the results of such background checks are found to be unsatisfactory, the Company, in its sole discretion, may withdraw or cancel this offer.
- You will be entitled to receive compensation and benefits as listed in **Annexure**.
- The date of joining will be on or before **June 25, 2024**.
- Your employment will be governed by the terms and conditions of the Employment Agreement which will be issued to you on the date of joining.
- Your job duties and responsibilities will be in accordance with **Annexure along with the Roles & Responsibility Statement** which will be issued to you on your date of joining.
- You shall keep the contents of this offer and all other documents hereto confidential and are not to be disclosed to any third party.

G. Vamshi

C. Madhukar

Visa

Registered Office:
CADFEM India Pvt. Ltd.
6-3-191/C/1, Tower 2, 6th Floor, Fortune-9,
Rajbhavan Road, Somajiguda,
Hyderabad - 500082, Telangana, India
T: 040 49481000 | M: +91 7673992007
E: info@cadfem.in
W: www.cadfem.in

CADFEM INDIA Office:
Hyderabad (HQ) | Pune | Bengaluru | Chennai
| Gurugram | Coimbatore

CADFEM Global Offices:
Austria | China | Czech Republic | Slovakia
| France | Germany | India | Ireland | North
Africa | Poland | Russia | Singapore
Switzerland | UK | USA (CA) | Malaysia |

Registration Information:
CIN: U74999TG2007FTC053921
PAN: AADCC0799C
TAN: HYDC03300D
TIN: 36960079499
MSME: UDYAM-TS-02-0015670
GSTIN: 36AADCC0799C1Z5



Bank Account Information:
Beneficiary Bank: HSBC Ltd.
Beneficiary Name: CADFEM India Pvt Ltd
INR Account No.: 082-710641-001
EUR Account No.: 082-710641-512
USD Account No.: 082-710641-511
IFSC: HSBC0500002
SWIFT: HSBCINBB

Zoho Sign Document ID: DF9E70DF1-XQWUG1L5DJAMA5OJ7NR-OKQFHJB-GMPEQK9FGXO904U.

Please acknowledge your acceptance of our offer by signing and returning a duplicate copy of this letter within 24 hours of this letter.

For any questions about this offer or for the ones during the joining period, you are encouraged to contact hr@cadfem.in, +91 40-49481003.

We strongly believe that your valued contributions will help the Company to achieve greater heights.

With Best Regards

For CADFEM India Private Limited

C. Madhukar

Authorized Signatory



Visa



Date: 03/01/2024

Ref: TMEIC/2023/ GET/84

Mr. Akash Gangula

H.No: 8-147/2, Pin Code: 500010,

Alwal, Hyderabad

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

Dear Mr. Akash Gangula

This has reference to the interaction that you had with us on 28th December'2023.

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

As informed by your educational institute, your final examinations are due to get completed in the 2nd week of June 2024 and you will receive your results and certificates by Third Week of July 2024. Your selection as a Trainee in our organization is subject to your passing the final academic exams in the first attempt (B. Tech or M. Tech as the case be) and acquire the degree. Please note that you will have to produce the final passing certificate along with the marksheet to the organization immediately after the declaration of the results.

Considering the foregoing, you are required to join the organization tentatively between 1st August 2024 to 1st September 2024. The exact date of joining will be communicated to you. In the event of failing to acquire the required qualification and/or submitting the marksheet and passing certificate, this offer of traineeship will stand withdrawn. Also, if you fail to join on the date communicated to you, this offer will stand withdrawn.

You shall be operating from the Hyderabad office at **Unit #03-01, Third Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500081**. In times to come, based on the requirements, you may be placed at any other locations where the company has factory, office, or business activities, either in India or abroad.

During the training period, you will be paid an all-inclusive/Cost to Company (CTC) compensation of **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Additionally, you will also be paid a one-time amount of **Rs. 50,000/-** (Rupees Fifty Thousand Only) as Bonus for successful completion of the training with satisfactory level of performance. This one-time payment shall be made to you at the end of your training period.

In case you leave on your own or the management terminates your traineeship for whatever reason before the said period of one year or you fail to perform as per the expectations of the management, you shall not be eligible for receiving the above-mentioned one-time amount.

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

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

TMEIC Industrial Systems India Private Limited

Unit-03-01, Level -3, 3rd Floor, Cyber Pearl Block-II, HITECH City, Madhapur, HYDERABAD, Telangana, INDIA 500081

CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | phone: +91-40-4434-0000 | Fax: +91-40-4434-0034

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

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

Upon receipt of this letter, you are required to send a signed copy of this letter to the HR department immediately for records in token of your acceptance of the offer.

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

For TMEIC Industrial Systems India Pvt. Ltd.



Uttam Rathod
Head Corporate HR

Encl.: Annexure – A (Pay and benefits)
Annexure – B (Terms & Conditions of Traineeship)

**Annexure A
Pay and Benefits**

Name: Mr. Akash Gangula
Designation: Graduate Engineer Trainee
Grade: GET

Fixed Component	Monthly (INR)	Annual (INR)
I) Basic Salary	21500	258000
II) Other Flexi Allowances	6636	79630
A) Total Fixed Components (I+II)	28136	337630

Benefits		
III) Employer's contribution to the Provident Fund (As per the provisions of the Employees Provident Fund and Miscellaneous Provisions Act 1952, @ 12% of the Basic Salary)	2580	30960
IV) Gratuity (As per the provisions of the Gratuity Act, 1972). Payable on completion of minimum 5 years of service with the company.		12410
V) Notional Value of Insurance Premium paid by the company for Group Medclaim Policy, Group Personal Accident Policy & Group Term Life Insurance Policy		19000
B) Total Benefits (III+IV+V)		62370
C) Variable Pay		0

Total CTC (A+B+C)		400000
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Other Flexi Allowances	
Other Flexi Allowances can be claimed under the following heads and limits. (House Rent Allowance, Leave Travel Allowance, Meal coupons and Car cost reimbursement are exempted as per the provision and limits specified under the Income Tax act).	
Allowance	Permissible Limit
House Rent Allowance	Upto 40 % of Basic Salary (50% for employees in the Metro cities)
Leave Travel Allowance*	Upto INR 1,00,000 Per annum
Meal Coupons	INR 13,200 per annum or INR 26,400 per annum. Employees in the factory are not eligible for this
Car Cost Reimbursement**	INR 21,600 per annum for the car of less than 1600 cc and INR 28800 for the car more than 1600 cc
Supplementary Allowance	Balance Amount
* Leave Travel Allowance: Reimbursement can be claimed in accordance with the Income Tax rules. Unclaimed amount if any at end of the financial year shall be taxed and credited to employee account.	
** Car Cost Reimbursement: Can be claimed only by the employee who uses his/her own car for commuting from home to office regularly. The car must be registered in the employee's name to claim this benefit. Employee to submit the registration certificate. If the employee uses company provided transport for such commuting, he/she will not be to claimed this benefit.	
Variable Pay: If applicable, is payable annually. The payment is based upon the company's performance and the individual performance ratings of the employee for the period under review	

Insurance Benefits
Group Term Life Insurance Coverage: - INR 1 Crore or Ten times Gross CTC whichever is lower
Group Personal Accident Insurance Coverage: - INR 15,00,000 or Two times Gross CTC whichever is higher
Group Medclaim Policy Coverage – INR 4,50,000 for Self, Spouse, Two dependent Children upto the age of 25 years and Dependent Parents.

TMEIC Industrial Systems India Private Limited

Unit-03-01, Level -3, 3rd Floor, Cyber Pearl Block-II, HITECH City, Madhapur, HYDERABAD, Telangana, INDIA 500081

CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | phone: +91-40-4434-0000 | Fax: +91-40-4434-0034

Annexure – B**Training agreement**

1. Your appointment is subject to your clearing the pre-training medical check-up from the hospital/lab as maybe notified by the company. The company reserves the right to withdraw this offer should you be declared medically unfit by the doctor.

- 2. Termination of Training**
 - a. During the training period of one year, either party can terminate this contract without giving any notice or without giving any reason.
 - b. At the end of the duration of the training period of one year, the company/management at its sole discretion, may decide to offer you a regular employment on its rolls, else your traineeship shall automatically stand terminated.
 - c. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on training. In such case, your training shall automatically come to an end without any notice of termination.

- 3. Compensation and Benefits Emoluments**
 - a. The details of your Annual Compensation and Benefits and its break-up on Cost to Company (CTC) basis is presented in **Annexure A**.
 - b. The terms and conditions of your service, including the compensation break up as shown in Annexure - A are based on prevailing Company policies, procedures and other rules as applicable. The same are subject to change/revision as and when necessary. In all other services matters, you shall be governed by the policies of the Company as are in force at present or from time to time. Soft copies of all these would be made available to you upon your joining the company.
 - c. Your individual remuneration is strictly confidential, and you are prohibited from sharing the same with other employees.

Leave

Leave, holidays and working hours, shall be as per the company policies applicable to you.

Statutory Benefits

You shall be entitled to PF, ESI, Gratuity, Bonus as per the provisions of law applicable in this behalf.

The provisions of Employees' Compensation Act 1923 would be applicable in the event of any injury/accident arising out of and in the course of traineeship, subject to you not been governed by the provisions of Employees' State Insurance Act 1948.

4. Confidentiality and Non-Disclosure**Secrecy**

During the period of your traineeship, you shall not, except as authorized or required by your obligations in terms hereof, reveal/disclose/disseminate to any person or entity including competitors or persons involved directly or indirectly in allied trade, any of the trade secrets, or confidential information contained in any manuals and /or dealings concerning to the business, finances, external and internal transactions of the Company and/or its Affiliates/Associates/Group Companies, including but not limited to all data including, company contacts, processes, policies, strategies involving marketing, advertising operations; contractual obligations, business expansion plans, designs, drawings, innovations which may

come to your knowledge due to your working with the company and/ or be imparted to you by the Company during your traineeship. You shall hold in strict confidence, all such information. You shall not, during the term of your traineeship or at any time thereafter, use any such information relating to the business of the Company and/or its affiliates/ associates/ group companies for your personal gains or share with a third party.

On relinquishment of your traineeship for any reason, you shall immediately return all such records, documents, data, drawings, designs belonging to the company, if in your possession in any manner and shall not attempt to retain copies of any data, records, know how or information of the company with you. You undertake to sign an agreement in this regard if so demanded by the company or its customers due to business exigencies. If the company is required to sign a confidentiality or non-disclosure agreement with its customers or suppliers, the same shall automatically become binding upon you. Violation or breach of the said conditions shall attract penal / criminal consequences.

5. Intellectual Property

- a. You are explicitly forbidden from using content and other work developed by you for any other purpose other than for the company. You are strictly prohibited from sending such data through emails or copying such data by using electronic media for yourself or others.
- b. The rights to any invention, discovery or creation of new system or method related to the company's operations arising out of any work done by you during your traineeship, would automatically and solely vest with the company.
- c. All intellectual property rights, including, but not limited to, Patents, Copyrights, Methodologies, Processes, Designs, drawings shall be assignable to the Company. You shall execute/sign such documents for this purpose, as and when required by the Company.

6. General Code of Conduct

- a. You shall be required to undertake travel for company work whenever required.
- b. Your position is of a full-time engagement with the company and you shall devote your whole time, attention and ability, exclusively to the business of the company.
- c. You shall not take up any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture Holder) in any other trade or business or pursue any course of study, during the traineeship with the company, without prior express written permission of the management.
- d. You shall not, either directly or indirectly, receive or accept for own benefit any commission, rebate, discount, gift or profit of any nature from any individual, company or firm having business transaction with the company.
- e. You shall be governed by Rules, Regulations, Policies and the Standards of conduct (SOC) of the company which are in force and as may be amended from time to time.
- f. You shall conduct yourself professionally, at all the times while on duty.
- g. You shall effectively perform to achieve the targets set for you by the company. You shall be required to work extra hours whenever the job so requires.
- h. Your address given by you to the company in your application shall be considered to be correct for the purpose of sending any communication to you. Any change in your address shall be intimated by you to the company in writing within three days of such change, failing which any communication sent to you at your last known address shall be deemed to have been effectively served.

- i. Any correspondence, information including letters, notice of confirmation, transfer, promotion, termination, resignation, policy matters or any other communication received and sent on the official e-mail ID provided to you by the company or on your personal e mail ID and on your WhatsApp number notified by you to the company shall be treated as duly served.

6. Corporate Credit Card

If the nature of training so demands, the company may provide you with a corporate credit card. It is explicitly made clear that such credit card be used only for the official purpose, as per the policy for paying for the expenses arising out of your official transactions. You shall not use this corporate credit card for any of your personal purpose.

7. Domestic and Overseas Transfers

The Company reserves the right to transfer you by protecting your present emoluments to any other location, branch, unit, factory of the company which presently is in existence or may come into existence at some future date. You shall abide by such transfer orders. In such situation, the terms and conditions of service applicable to the new site/assignment shall govern you. The company may also alter the terms of your traineeship to suit the new assignment.

8. **Domestic and Overseas Assignments/Training/Deputation** You may be assigned on deputation, loaned to sister concerns, associate companies, client's locations or to third parties with whom the company has business association either in India or abroad. You may also be sent for periodic business training to any such place including but not limited to as mentioned above. On being selected for such deputation you undertake to sign a deputation agreement and execute a Surety Bond, if so required by the company on such terms as the Company may deem appropriate. While on deputation your terms of traineeship like leave, holiday, hours of working etc. shall be governed by the terms and conditions as applicable to the concerned site/location.

9. Restrictions on Harassment and Discrimination:

You shall not sexually harass any person/female employee or discriminate against any person on the grounds of religion, caste, race, color of skin, national or ethnic origin, belief or sexual orientation. You shall at all-time inform your superior of any fact, that constitute harassment or discrimination. You shall not engage into any of the acts prohibited under the sexual harassment of women employees at workplace (Prevention, prohibition and redressal) Act 2013

10. Use of Social Media

Social media usage by you in no manner should be deterrent to the Name, Brand, Goodwill of the company. Social media includes blogs, social networking sites, instant messaging, discussion forums and others. Any expression of personal views or opinions on the Company and its operations on the social networking forums or any disclosure of business information therein may expose you to legal violations. You should refrain from making any comment about the company, its business partners, vendors or any of the entities related to the Company in social media forums. Even while using the social media in one's own personal capacity, use of the company logo or the Company's name is prohibited. Social media policy of the company shall be binding on you.

11. Company's Right to Monitor:

The company reserves the right to monitor, intercept, review and access your computer/ laptop provided by the company, Telephone logs of the cell phone/sim card

provided by the company, internet usage, voicemail, e-mail, and other communication facilities provided by the company during your traineeship. It is important for you to note that and you are made aware that any and all communication(s) and activity(s) on Company equipment or premises cannot be presumed private.

You shall not use the Company's computer, software, equipment, internet, telecommunication and email facilities for any purpose other than the business of the Company.

12. Prohibition on Disparagement:

During your traineeship and at all times thereafter, you shall not make any false, defamatory or disparaging statements about the Company, its employees, Officers, Managers or Directors that are likely to cause damage to the reputation of the company or the person.

13. Violation/breach of the agreement and Jurisdiction

Any breach/violation of the above terms and conditions of the traineeship shall be dealt in accordance with Law.

Even if deputed overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of the terms of your traineeship shall be the courts in Tumkur, Bangalore only.

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

- a. Self-Attested copy of Certificates supporting your educational qualifications (from Standard 10th /SSLC/ICSE onwards) along with marks sheets.
- b. Self-Attested copy of Your Aadhar card
- c. Self-attested copy of PAN card
- d. Self-Attested copy of Your Driving License
- e. Self-Attested copy of Your valid passport (if available)
- f. Five colored passport sized photographs with blue background.

This offer of traineeship has been issued to you based on the information furnished/documentary proofs submitted by you as per the list mentioned above. However, if any discrepancies are observed in these documentary proofs submitted by you, the Company reserves the right to revoke the offer.

In case, any discrepancies are observed anytime in the future, the company reserves to terminate your traineeship without giving any notice.

Acceptance and Acknowledgement

I, hereby acknowledge that I have read all the terms and conditions mentioned above in the offer of traineeship and confirm my acceptance to the same, including the terms and conditions mentioned therein.

I will join the company on or before.....

.....

Signature

Date

Hindustan Unilever Limited,
Unilever House,
B D Sawant Marg, Chakala,
Andheri East, Mumbai 400 099

Tel: +91 (22) 50433000 | Web: www.hul.co.in | CIN: L15140MH1933PLC002030



Hindustan Unilever Limited

Date: 13th May 2024

To,

Yadagiri Akanksha

Chaitanya Bharti Institute of Technology, Hyderabad

Dear Akanksha,

Step forward and be counted. The arena gets bigger from here on. The task is tough, but we promise that every moment will be thrilling. Welcome aboard to the true test of your mettle.

We are delighted to offer you a position at Hindustan Unilever Limited as an Executive Trainee for 2024 subject to the successful completion of your academic curriculum and medical examination. Your chance to make a real difference starts here with one of the most respected and recognized corporate learning programs.

- The duration of training will be 9 months, which may be extended at the discretion of the company. As part of the Executive Trainee program, you would traverse the length and breadth of Hindustan Unilever Limited and be posted to any one of the Group Companies during training and thereafter.
- This offer of employment with us is subject to successful completion of your medical examination and verification of declaration/information provided by you in the application form including information in relation to your educational credentials, previous employment details etc.
- You must communicate your acceptance of the offer to the Executive Trainee Program Manager. This can be done by signing a copy of this offer letter and sending a soft copy across to us via email. Hard copy of the offer letter & appointment letter will be handed over to you on the day of joining.
- The association between Hindustan Unilever Limited and you may be terminated by either party by giving the other one-months' notice.

Wishing you the very best for a long & mutually rewarding career with us.

Brighter Futures— Made by You.

Sincerely,

Name: Srikanth Ramanujam

Designation: HR Business Partner

I accept the above terms and conditions and shall abide by them.

Name of Candidate: Yadagiri Akanksha

Signature: *Y. Akanksha*

Date: *14th May 2024* Place: *Hyderabad*

PRIVATE & CONFIDENTIAL
HINDUSTAN UNILEVER LIMITED
Executive Trainee Program – 2024 Batch
Gross Compensation Package

Components	Annual Amount (INR)
Basic	200,000
House Rent Allowance	160,000
Supplementary Allowance	2,46,000
Confirmation Bonus	60,000
Retirals:	
• Provident Fund (12% of basic)	24,000
• Superannuation (5% of basic)	10,000
Total Annual Pay	7,00,000

**Payments will be subject to all statutory and applicable deductions including Provident Fund, Superannuation, and TDS etc. at applicable rates.*

**To be calculated on pro-rate basis for total 9 months training period. In case if the training period gets extended, the same compensation package would be applicable.*

HRA can be claimed only if the trainee is staying in a non-company accommodation for a minimum of **7 consecutive days.*

**On Confirmation post sub-charge period, the trainee would be confirmed as 1B Executive and will be drawing Work Level 1B Grade salary.*

**Confirmation Bonus is applicable only post confirmation as 1B Executive.*

Y. Akanksha

Date: 03/01/2024

Ref: TMEIC/2023/ GET/90

Mr. Muzaffar Naveed
B.K Reddy Colony, Mahabubnagar,
Telangana, India - 509001

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

Dear Mr. Muzaffar Naveed

This has reference to the interaction that you had with us on 28th December'2023.

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

As informed by your educational institute, your final examinations are due to get completed in the 2nd week of June 2024 and you will receive your results and certificates by Third Week of July 2024. Your selection as a Trainee in our organization is subject to your passing the final academic exams in the first attempt (B. Tech or M. Tech as the case be) and acquire the degree. Please note that you will have to produce the final passing certificate along with the marksheet to the organization immediately after the declaration of the results.

Considering the foregoing, you are required to join the organization tentatively between 1st August 2024 to 1st September 2024. The exact date of joining will be communicated to you. In the event of failing to acquire the required qualification and/or submitting the marksheet and passing certificate, this offer of traineeship will stand withdrawn. Also, if you fail to join on the date communicated to you, this offer will stand withdrawn.

You shall be operating from the Hyderabad office at **Unit #03-01, Third Floor, Block 2, Cyber Pearl, HITEC City, Madhapur, Hyderabad - 500081**. In times to come, based on the requirements, you may be placed at any other locations where the company has factory, office, or business activities, either in India or abroad.

During the training period, you will be paid an all-inclusive/Cost to Company (CTC) compensation of **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Additionally, you will also be paid a one-time amount of **Rs. 50,000/-** (Rupees Fifty Thousand Only) as Bonus for successful completion of the training with satisfactory level of performance. This one-time payment shall be made to you at the end of your training period.

In case you leave on your own or the management terminates your traineeship for whatever reason before the said period of one year or you fail to perform as per the expectations of the management, you shall not be eligible for receiving the above-mentioned one-time amount.

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

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

TMEIC Industrial Systems India Private Limited

Unit-03-01, Level -3, 3rd Floor, Cyber Pearl Block-II, HITECH City, Madhapur, HYDERABAD, Telangana, INDIA 500081

CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | phone: +91-40-4434-0000 | Fax: +91-40-4434-0034

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

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

Upon receipt of this letter, you are required to send a signed copy of this letter to the HR department immediately for records in token of your acceptance of the offer.

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

For TMEIC Industrial Systems India Pvt. Ltd.



Uttam Rathod
Head Corporate HR

Encl.: Annexure – A (Pay and benefits)
Annexure – B (Terms & Conditions of Traineeship)

**Annexure A
Pay and Benefits**

Name: Mr. Muzaffar Naveed
Designation: Graduate Engineer Trainee
Grade: GET

Fixed Component	Monthly (INR)	Annual (INR)
I) Basic Salary	21500	258000
II) Other Flexi Allowances	6636	79630
A) Total Fixed Components (I+II)	28136	337630

Benefits		
III) Employer's contribution to the Provident Fund (As per the provisions of the Employees Provident Fund and Miscellaneous Provisions Act 1952, @ 12% of the Basic Salary)	2580	30960
IV) Gratuity (As per the provisions of the Gratuity Act, 1972). Payable on completion of minimum 5 years of service with the company.		12410
V) Notional Value of Insurance Premium paid by the company for Group Medclaim Policy, Group Personal Accident Policy & Group Term Life Insurance Policy		19000
B) Total Benefits (III+IV+V)		62370

C) Variable Pay		0
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Total CTC (A+B+C)		400000
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Other Flexi Allowances	
Other Flexi Allowances can be claimed under the following heads and limits. (House Rent Allowance, Leave Travel Allowance, Meal coupons and Car cost reimbursement are exempted as per the provision and limits specified under the Income Tax act).	

Allowance	Permissible Limit
House Rent Allowance	Upto 40 % of Basic Salary (50% for employees in the Metro cities)
Leave Travel Allowance*	Upto INR 1,00,000 Per annum
Meal Coupons	INR 13,200 per annum or INR 26,400 per annum. Employees in the factory are not eligible for this
Car Cost Reimbursement**	INR 21,600 per annum for the car of less than 1600 cc and INR 28800 for the car more than 1600 cc
Supplementary Allowance	Balance Amount

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

****Car Cost Reimbursement:** Can be claimed only by the employee who uses his/her own car for commuting from home to office regularly. The car must be registered in the employee's name to claim this benefit. Employee to submit the registration certificate. If the employee uses company provided transport for such commuting, he/she will not be to claimed this benefit.

Variable Pay: If applicable, is payable annually. The payment is based upon the company's performance and the individual performance ratings of the employee for the period under review

Insurance Benefits
Group Term Life Insurance Coverage: - INR 1 Crore or Ten times Gross CTC whichever is lower
Group Personal Accident Insurance Coverage: - INR 15,00,000 or Two times Gross CTC whichever is higher
Group Medclaim Policy Coverage – INR 4,50,000 for Self, Spouse, Two dependent Children upto the age of 25 years and Dependent Parents.

TMEiC Industrial Systems India Private Limited

Unit-03-01, Level -3, 3rd Floor, Cyber Pearl Block-II, HITECH City, Madhapur, HYDERABAD, Telangana, INDIA 500081

CIN: U74120TG2010PTC069753 | www.tmeic.in | corporate@tmeic.in | phone: +91-40-4434-0000 | Fax: +91-40-4434-0034

Annexure – B**Training agreement**

1. Your appointment is subject to your clearing the pre-training medical check-up from the hospital/lab as maybe notified by the company. The company reserves the right to withdraw this offer should you be declared medically unfit by the doctor.

- 2. Termination of Training**
 - a. During the training period of one year, either party can terminate this contract without giving any notice or without giving any reason.
 - b. At the end of the duration of the training period of one year, the company/management at its sole discretion, may decide to offer you a regular employment on its rolls, else your traineeship shall automatically stand terminated.
 - c. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on training. In such case, your training shall automatically come to an end without any notice of termination.

- 3. Compensation and Benefits Emoluments**
 - a. The details of your Annual Compensation and Benefits and its break-up on Cost to Company (CTC) basis is presented in **Annexure A**.
 - b. The terms and conditions of your service, including the compensation break up as shown in Annexure - A are based on prevailing Company policies, procedures and other rules as applicable. The same are subject to change/revision as and when necessary. In all other services matters, you shall be governed by the policies of the Company as are in force at present or from time to time. Soft copies of all these would be made available to you upon your joining the company.
 - c. Your individual remuneration is strictly confidential, and you are prohibited from sharing the same with other employees.

Leave

Leave, holidays and working hours, shall be as per the company policies applicable to you.

Statutory Benefits

You shall be entitled to PF, ESI, Gratuity, Bonus as per the provisions of law applicable in this behalf.

The provisions of Employees' Compensation Act 1923 would be applicable in the event of any injury/accident arising out of and in the course of traineeship, subject to you not been governed by the provisions of Employees' State Insurance Act 1948.

4. Confidentiality and Non-Disclosure**Secrecy**

During the period of your traineeship, you shall not, except as authorized or required by your obligations in terms hereof, reveal/disclose/disseminate to any person or entity including competitors or persons involved directly or indirectly in allied trade, any of the trade secrets, or confidential information contained in any manuals and /or dealings concerning to the business, finances, external and internal transactions of the Company and/or its Affiliates/Associates/Group Companies, including but not limited to all data including, company contacts, processes, policies, strategies involving marketing, advertising operations; contractual obligations, business expansion plans, designs, drawings, innovations which may

come to your knowledge due to your working with the company and/ or be imparted to you by the Company during your traineeship. You shall hold in strict confidence, all such information. You shall not, during the term of your traineeship or at any time thereafter, use any such information relating to the business of the Company and/or its affiliates/ associates/ group companies for your personal gains or share with a third party.

On relinquishment of your traineeship for any reason, you shall immediately return all such records, documents, data, drawings, designs belonging to the company, if in your possession in any manner and shall not attempt to retain copies of any data, records, know how or information of the company with you. You undertake to sign an agreement in this regard if so demanded by the company or its customers due to business exigencies. If the company is required to sign a confidentiality or non-disclosure agreement with its customers or suppliers, the same shall automatically become binding upon you. Violation or breach of the said conditions shall attract penal / criminal consequences.

5. Intellectual Property

- a. You are explicitly forbidden from using content and other work developed by you for any other purpose other than for the company. You are strictly prohibited from sending such data through emails or copying such data by using electronic media for yourself or others.
- b. The rights to any invention, discovery or creation of new system or method related to the company's operations arising out of any work done by you during your traineeship, would automatically and solely vest with the company.
- c. All intellectual property rights, including, but not limited to, Patents, Copyrights, Methodologies, Processes, Designs, drawings shall be assignable to the Company. You shall execute/sign such documents for this purpose, as and when required by the Company.

6. General Code of Conduct

- a. You shall be required to undertake travel for company work whenever required.
- b. Your position is of a full-time engagement with the company and you shall devote your whole time, attention and ability, exclusively to the business of the company.
- c. You shall not take up any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture Holder) in any other trade or business or pursue any course of study, during the traineeship with the company, without prior express written permission of the management.
- d. You shall not, either directly or indirectly, receive or accept for own benefit any commission, rebate, discount, gift or profit of any nature from any individual, company or firm having business transaction with the company.
- e. You shall be governed by Rules, Regulations, Policies and the Standards of conduct (SOC) of the company which are in force and as may be amended from time to time.
- f. You shall conduct yourself professionally, at all the times while on duty.
- g. You shall effectively perform to achieve the targets set for you by the company. You shall be required to work extra hours whenever the job so requires.
- h. Your address given by you to the company in your application shall be considered to be correct for the purpose of sending any communication to you. Any change in your address shall be intimated by you to the company in writing within three days of such change, failing which any communication sent to you at your last known address shall be deemed to have been effectively served.

- i. Any correspondence, information including letters, notice of confirmation, transfer, promotion, termination, resignation, policy matters or any other communication received and sent on the official e-mail ID provided to you by the company or on your personal e mail ID and on your WhatsApp number notified by you to the company shall be treated as duly served.

6. Corporate Credit Card

If the nature of training so demands, the company may provide you with a corporate credit card. It is explicitly made clear that such credit card be used only for the official purpose, as per the policy for paying for the expenses arising out of your official transactions. You shall not use this corporate credit card for any of your personal purpose.

7. Domestic and Overseas Transfers

The Company reserves the right to transfer you by protecting your present emoluments to any other location, branch, unit, factory of the company which presently is in existence or may come into existence at some future date. You shall abide by such transfer orders. In such situation, the terms and conditions of service applicable to the new site/assignment shall govern you. The company may also alter the terms of your traineeship to suit the new assignment.

8. **Domestic and Overseas Assignments/Training/Deputation** You may be assigned on deputation, loaned to sister concerns, associate companies, client's locations or to third parties with whom the company has business association either in India or abroad. You may also be sent for periodic business training to any such place including but not limited to as mentioned above. On being selected for such deputation you undertake to sign a deputation agreement and execute a Surety Bond, if so required by the company on such terms as the Company may deem appropriate. While on deputation your terms of traineeship like leave, holiday, hours of working etc. shall be governed by the terms and conditions as applicable to the concerned site/location.

9. Restrictions on Harassment and Discrimination:

You shall not sexually harass any person/female employee or discriminate against any person on the grounds of religion, caste, race, color of skin, national or ethnic origin, belief or sexual orientation. You shall at all-time inform your superior of any fact, that constitute harassment or discrimination. You shall not engage into any of the acts prohibited under the sexual harassment of women employees at workplace (Prevention, prohibition and redressal) Act 2013

10. Use of Social Media

Social media usage by you in no manner should be deterrent to the Name, Brand, Goodwill of the company. Social media includes blogs, social networking sites, instant messaging, discussion forums and others. Any expression of personal views or opinions on the Company and its operations on the social networking forums or any disclosure of business information therein may expose you to legal violations. You should refrain from making any comment about the company, its business partners, vendors or any of the entities related to the Company in social media forums. Even while using the social media in one's own personal capacity, use of the company logo or the Company's name is prohibited. Social media policy of the company shall be binding on you.

11. Company's Right to Monitor:

The company reserves the right to monitor, intercept, review and access your computer/ laptop provided by the company, Telephone logs of the cell phone/sim card

provided by the company, internet usage, voicemail, e-mail, and other communication facilities provided by the company during your traineeship. It is important for you to note that and you are made aware that any and all communication(s) and activity(s) on Company equipment or premises cannot be presumed private.

You shall not use the Company's computer, software, equipment, internet, telecommunication and email facilities for any purpose other than the business of the Company.

12. Prohibition on Disparagement:

During your traineeship and at all times thereafter, you shall not make any false, defamatory or disparaging statements about the Company, its employees, Officers, Managers or Directors that are likely to cause damage to the reputation of the company or the person.

13. Violation/breach of the agreement and Jurisdiction

Any breach/violation of the above terms and conditions of the traineeship shall be dealt in accordance with Law.

Even if deputed overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of the terms of your traineeship shall be the courts in Tumkur, Bangalore only.

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

- a. Self-Attested copy of Certificates supporting your educational qualifications (from Standard 10th /SSLC/ICSE onwards) along with marks sheets.
- b. Self-Attested copy of Your Aadhar card
- c. Self-attested copy of PAN card
- d. Self-Attested copy of Your Driving License
- e. Self-Attested copy of Your valid passport (if available)
- f. Five colored passport sized photographs with blue background.

This offer of traineeship has been issued to you based on the information furnished/documentary proofs submitted by you as per the list mentioned above. However, if any discrepancies are observed in these documentary proofs submitted by you, the Company reserves the right to revoke the offer.

In case, any discrepancies are observed anytime in the future, the company reserves to terminate your traineeship without giving any notice.

Acceptance and Acknowledgement

I, MUZAFFAR NAVEED..... hereby acknowledge that I have read all the terms and conditions mentioned above in the offer of traineeship and confirm my acceptance to the same, including the terms and conditions mentioned therein.

I will join the company on or before.....

25 - AUG - 2024.....

Signature 

Date 03/01/24.