

APPROVED BY AICTE & AFFILIATED TO JNTUK - ISO 9001:2015 CERTIFIED INSTITUTION Enikepadu, Vijayawada - 521 108. (A.P.) Phone : 2843839

List of the Students whose appointment orders are asked from SSR

S. No	S. No in SSR	Year	Name of the Student	Branch	Salary	Сотрану
1	14	2019-2020	DURGA SWATHI PENTAPATI9704924348	B.Tech-CSE	3.36 LPA	TCS
2	34	2019-2020	V. Akshitha9553648580	B.Tech-CSE	3.0 LPA	ZENSAR
3	54	2019-2020	Konaparthi sirisha9912200605	B.Tech-CSE	2.4 LPA	SUTHERLAND
4	74	2019-2020	P. Pavani9573758406	B.Tech-CSE	2.8LPA	TOPNOTCH
5	94	2019-2020	SHAIK SABIYA TABASUM9542409202	B.Tech-IT	4.0LPA	CTS
6	114	2019-2020	A. ANKA BABU9133816173	B.Tech-ECE	3.98LPA	EFFTRONICS
7	134	2019-2020	V. VAMSI KRISHNA9666054643	B.Tech-ECE	2.83LPA	SUTHERLAND
8	154	2019-2020	N.Durga Prasad9573348528	B.Tech-EEE	1.4LPA	CHOLA INSURANCE
9	174	2019-2020	Meduri Anil Kumar9154326231	MBA	1.2 LPA	TOPNOTCH
10	194	2019-2020	M.Naveen8498918013	B.Tech-MECH	1.2LPA	JKFENNER
11	14	2018-2019	ARTHAM SAHITHI7093269686	B.Tech-CSE	3.4LPA	TCS
12	34	2018-2019	PREGADA AKSHITA7286981209	B.Tech-CSE	2.4 LPA	ILM
13	54	2018-2019	DIVYA SEELAM8886068329	B.Tech-CSE	2.16LPA	VEE TECHNOLOGY
14	74	2018-2019	NARENDRA BABU9603231832	B.Tech-CSE	4.0 LPA	CTS
15	94	2018-2019	Vemulapalli Viritha9440633585	B.Tech-ECE	2.4 LPA	TALENTIO
16	114	2018-2019	Vemulapalli Viritha9440633585	B.Tech-ECE	3.4LPA	PATH FRONTS
17	134	2018-2019	Gulipalli Baby Kalyani9441846585	B.Tech-ECE	2.4LPA	IBM
18	154	2018-2019	A. Sahithi8328577079	B.Tech-EEE	1.8 LPA	VEE TECHNOLOGY
19	174	2018-2019	R.Navya Madhuri9912463105	B.Tech-IT	2.4LPA	SYNTEL
20	194	2018-2019	PENUMUDI KALYAN9866517689	B.Tech- MECHANICAL	3.3LPA	SURYA TECH SOLUTIONS
21	9	2017-2018	J.Lakshmi Tejaswini8331826883	B.Tech-CSE	2.5 LPA	SUTHERLAND
22	24	2017-2018	T.Uma Devi8121516948	B.Tech-CSE	2.5 LPA	SUTHERLAND
23	39	2017-2018	A.Nithin9912312382	B.Tech-CSE	1.2 LPA	CATTAIN
24	54	2017-2018	M.Parvathi7675055416	B.Tech-CSE	4.26 LPA	ZOHO
25	69	2017-2018	Ravuri Mani Teja8074884352	B.Tech-ECE	3.0 LPA	TALENTIO
26	84	2017-2018	Pallavi.K9959949811	B.Tech-ECE	2.5 LPA	SUTHERLAND
27	99	2017-2018	K.Bhagyasri8676259366	B.Tech-ECE	1.8LPA	EESTS
28	114	2017-2018	K.Harshith Sanghameswar7893260626	B.Tech-EEE	2.6 LPA	VOLTECH Engineers pvt.ltd

PRINCIPAL SRK Institute of Technology **ENIKEPADU, VIJAYAWADA-521 108**



SRK INSTITUTE OF TECHNOLOGY

APPROVED BY AICTE & AFFILIATED TO JNTUK - ISO 9001:2015 CERTIFIED INSTITUTION
Enikepadu, Vijayawada - 521 108. (A.P.) Phone: 2843839
e-mail: srktech@gmail.com web: www.srkit.in

List of the Students whose appointment orders are asked from SSR

S. No	S. No in SSR	Year	Name of the Student	Branch	Salary	Сотрану
29	129	2017-2018	Jyotna devi Setti9381672779	B.Tech-IT	2.5 LPA	SUTHERLAND
30	144	2017-2018	Pentapati Naga Sailendra7702754943	B.Tech-MECH	1.2 LPA	Kusalava International Pvt. Ltd.
31	4	2016-2017	Chillara Pratyusha9154013031	B.Tech-CSE	3.1LPA	ATOS
32	11	2016-2017	Mandapati Soujanya9642917437	B.Tech-CSE	3.1LPA	ATOS
33	18	2016-2017	Purama Likhitha9505040171	B.Tech-CSE	3.1LPA	ATOS
34	25	2016-2017	Nelakuditi Shampriya9959462767	B.Tech-CSE	3.1LPA	ATOS
35	32	2016-2017	Uha Sri Kona8297732233	B.Tech-CSE	3.4 LPA	CAPGEMINI
36	39	2016-2017	M.V.V.Subba Rao9493053364	B.Tech-CE	1.2LPA	PHY Market Research and Technologies Pvt.Ltd., New
37	46	2016-2017	P.L.K.Sowjanya9705893528	B.Tech-CE	1.2LPA	PHY Market Research and Technologies Pvt.Ltd., New
38	53	2016-2017	P.VENAKATA RAO9640456002	B.Tech-CE	3.0LPA	Devadhara Constructions, Himachalapradesh
39	60	2016-2017	Badijana Pujitha8501070228	B.Tech-ECE	4.3LPA	CANARA BANK
40	67	2016-2017	K.Sai Kiran8978050130	B.Tech-ECE	3.2LPA	TECH MAHINDRA
41	4	2015-2016	B.Bhanu Mannoj8341023929	B.Tech-CSE	1.8 LPA	VALTECH INDIA
42	11	2015-2016	K.Vamsi Sai Krishna9640664040	B.Tech-CE	1.8 LPA	All OnLine Softtech Solution
43	18	2015-2016	Sowjanya Vasa8332993999	B.Tech-ECE	3.33LPA	CAPGEMINI
44	25	2015-2016	Ch Yamini Priya9701799387	B.Tech-ECE	3LPA	Traitsys Technology Pvt Ltd
45	32	2015-2016	K.Ravi Teja9494392826	B.Tech-ECE	2.4LPA	TALENT SPRINT
46	39	2015-2016	M.Virajitha8019799928	B.Tech-ECE	1.43LPA	HDFC LIFE
47	46	2015-2016	K Sai Kiran7097867075	B.Tech-ECE	3.0 LPA	Raj Groups
48	53	2015-2016	CH.Ramya Lakshmi8500730529	B.Tech-IT	2.28 LPA	OMICS
49	60	2015-2016	YAGATI MOUNIKA7416647155	MBA	1.8 LPA	Advise Consulting Pvt Ltd
50	67	2015-2016	AUTHU NAGA DIVYA7730979575	MBA	1.8 LPA	Lakshya IT Consulting Pvt. Ltd.

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Ref: TCSL/DT20195361873/1480983/Hyderabad

Date: 29 March 2021

MS. DURGA SWATHI PENTAPATI 11-643 Pedavadlapudi, Pedavadlapudi, Guntur, Andhrapradesh-522302. Tel# 919704924348

Sub: Joining Letter

Dear Ms. Durga Swathi Pentapati,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be 08th April 2021, your joining location is Hyderabad, work location is Hyderabad and your stream is IT. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, you will not be required to physically report at the TCS offices on the date of your joining .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

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TATA CONSULTANCY SERVICES



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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ENIKEPADU, VIJAYAWADA-521 108
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We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S

Global Head - Talent Development



<u>Click here</u> or use a QR code scanner from your mobile to validate the joining letter

SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108 Dated: 10/29/19

Candidate ID: 616383

Dear Ms. Akshita Valluri

We are pleased to award you a **Project Trainee** assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

- 1. This assignment will be for a period of approximately 3 (Three) months beginning from your date of joining, DOJ.
- 2. During this assignment, you will be paid a stipend for your services of Rs. 10,000/- Per Month (Rupees Ten Thousand only) subject to Income Tax and other statutory deductions at applicable rates from time to time at source. Save and except this amount, you are not eligible to receive any other allowances or benefits the company extends to its other associates.
- 3. On successful completion of assignment as a Project Trainee, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Junior Software Engineer on a probation for a period of 12 months. During the last week of your assignment as a Project Trainee, Company will inform you whether it wants to deploy you as Junior Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Junior Software Engineer on completion of your tenure as a Project Trainee.
- 4. On successful completion of assignment as a Project Trainee, you will be deployed as Junior Software Engineer for a Probation Period of 12 months.
- 5. During your stint as Junior Software Engineer, you will be paid a gross compensation of Rs. 3.20 Lacs Per Annum (Rupees Three Lakhs Twenty Thousands only) subject to Income Tax and other statutory deductions at applicable rates from time to time at source. A separate appointment letter will be issued at that point in time which will give the details of compensation stack up and other benefits.
- 6. On successful completion of probation period of 12 months, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Software Engineer. During the last month of your tenure a Junior Software Engineer, Company will inform you whether it wants to deploy you as Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Software Engineer on completion of your tenure as a "Junior Software Engineer".
- 7. The Company reserves the right to decide your joining location / assign you on assignments to any locations, departments or units of the Company or its Associate companies, Subsidiaries, Group Companies or Customer locations, whether in India or abroad.

8. The Company reserves the right to assign you to work in any technology / skills / domain / job profile as per company's requirement.

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9. Work Timings

At Zensar we work five days a week, Monday through Friday. The Company will have its normal business hours from 08:45 hrs to 18:15 hrs with a Lunch Break of 30 minutes. Since we cater to global clients that may operate on a 24 x 7 basis, associates may be required to work at Nonstandard hours; Your work timing would be intimated by your manager. You shall provide details regarding the utilisation of your time by entering the same into Zensar's e-job card.

- 10. You would also be executing an Undertaking with the Company on the successful completion of your assignment as a Project Trainee.
- 11. You agree to abide by all the policies of the Company in force from time to time.

We look forward to a meaningful and mutually satisfying professional relationship.

We request you to sign copy of this letter in token of your acceptance of this offer and commitment to join the said assignment on the date to be communicated to you later on.

For Zensar Technologies Ltd.

- ifer Colortan

Sanjeeva Maithani Vice President – HR

ACCEPTED:

SIGNATURE:

NAME:

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PROVISIONAL OFFER LETTER

Campus Name: SRK INSTITUTE OF TECHNOLOGY

Date: 30/01/2020

KOMAPARTHI Dear SIRISHA

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd. The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor, No. 16, GST Road, Perungulathur,

Chennai, Tamil Nadu, PIN 600063

Tel No.: +91.44.4200.7884

CIN:U72200TN2000PTC045578

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Srkit Placementcell <srk.placementcell@gmail.com>

Letter of Recruitment

1 message

Geetha Sree Adapa <hr.topnotchoverseas@gmail.com>
To: srk.placementcell@gmail.com

9 March 2020 at 18:18

To,

A.Siva Nageswara Rao,

SRK Institute of Technology,

9849651651/7674098333.

We, Topnotch Overseas Educational Consultancy Pvt Ltd are pleased to inform that our company has selected 25 efficient graduates in campus placements from your college. We offered different positions for freshers based on their interests and skills. We want to discuss the schedule of the joining dates and terms and conditions of the placements. Our mission is to secure capable graduates and train them to exceed their limits.

I'm attaching the list of selected students with their designations and payroll below.

We look forward for your confirmation.

Thanking you,

Thanks&Regards
Geetha Sree Adapa
contact: 8143551515
email:hr.topnotchoversesa@gmail.com

Recruited.xlsx 13K

SRK Institute of Technology ENIKEPADU, VIJAYAWADA:521 108

NAME	MOBILE NO	BRANCH	POSITION	SALARY	INCENTIVES	E-MAIL CONTRACTOR OF THE PROPERTY OF THE PROPE
Mahita	9346274116	Btech	Counsellor	15000		pearthimahisharma1999@gmail.com
Katragadda Nikhitha	8374931793	Btech	Counsellor	15000		nikki.lovely.1226@gmail.com
Shaik Ismail	9985483025	MBA	Counselling& Marketin	15,000		ismail16shaik@gmail.com
Meduri Anil Kumar	9154326231	MBA	Counsellor	12,000		anilmeduri93@gmail.com
Leela Chowdary	8374922546	Btech	Counsellor	12,000	10K per student	leelachowdary78@gmail.com
Simrin Fathima syed	8008892463	Btech	Counselling&Backend	12,000	10K per student	simrinfathimasyed786@gmail.com
Durga Madhuri Kodali	7036015800	Btech	Counselling & Backend	12,000	10K per student	madhuri.kodali1999@gmail.com
Divya Sree Sammeta	9121510463	Btech	Counsellor	12,000	10K per student	divyasree7569@gmail.com
SK Abdul Gafoor	9966290102	Btech	Counsellor	12,000	10K per student	sk.abdulgafoor789@gmail.com
K.Sirisha	7993774632	Btech	Counsellor	12,000	10K per student	ksiri1999@gmail.com
Alla Sithara	9110540011	Btech	Counsellor	10,000	10K per student	sitharachinni@gmail.com
Kanuollu Venkata Durga Nag	7780346430	Btech	Counsellor	12,000	10K per student	harika.kanukollu@gmail.com
Likhitha Tadivaka	9381167187	Btech	Counsellor	12,000	10K per student	likhitha.tadivaka1997@gmail.com
K.Usha	9989872374	MBA	Counselling & Backend	15,000	5K per student	ushatinku1998@gmail.com
Kollipara Hemakanth	7288058910	PG	Counselling&Backend	12,000	10K per student	hemakanthkollipara0056@gmail.com
Sowjanya Budda	9666638777	MBA	Counsellor	12,000		sowjanyabudda@gmail.com
K.Sai Supriya	8106156265	MBA	Counselling&Backend	12,000		supriya.kuchibhotla@gmail.com
V.Yamini Devi	6304114745	MBA	Counselling&Backend	10,000	10K per student	yaminidevivellagala@gmail.com
Rabbani Patan	8333968786	MBA	Marketing	12,000	5K per student	rabbanipatan30@gmail.com
Paruchuri Pavani	9573656752	Btech	Backend	12,000	per FILE; 500rs per APPLIC	pavanichowdary03@gmail.com
Rajiya Shaik	9958505089	MCA	Backend	12,000		rajiyashaik314@gmail.com
Palagara Bhavanthi	6281613678	Btech	Counsellor	12000		bhavanthi123@gmail.com
P. Hemalatha	8466800512	MCA	Backend	12000	500rs per APPLICATION	hemalathayoga7717@gmail.com
M. Pooja	9959765932	Btech	Backend	10000	s per FILE; 500rs per APPLIC	poojamamilla99@gmail.com
Shaik.Imtiyaz	7386799781	Btech	Backend	10000	000rs per FILE: 500rs per SQ	shaik.imtiyaz475@gmail.com
V.Uma Maheshwari	9502911209	IMBA	Backend	10000	per VISA:500rs per APPLIC	maheswari.varre31@gmail.com

PRINCIPAL SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108

Cognizant

29-Jun-2020

Dear Shaiksabiya Tabasum, B.Tech/B.E., Information Technology SRK Institute Of Technology



Candidate ID - 14385534

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 Rs.450,500/-. This includes an annual incentive indication of Rs.22,500/-, as well as Cognizant's contribution of Rs. 19,500/- towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- 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.

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.,

Suresh Bethavandu

8. Duy

Global Head-Talent Acquisition

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

Signature:

Date:

PRINCIPAL SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108

Annexure A

Name: Shaiksabiya Tabasum Designation: Programmer Analyst Trainee

l. No.	Description	Monthly	Yearly
1	Bosic	10325	123,900
2	HRA*	6195	74,340
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7129	85,548
	Annual Gross Compensation		353,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		376,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		6,003
	Annual Total Remuneration		401,99

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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. # 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. Contribution to ESI Wages: 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.
- *** Language Premium: This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

SRK Institute of Technology

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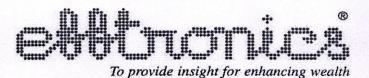
Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

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ENIKEPADU, VIJAYAWADA-521 108



EFFTRONICS SYSTEMS PVT. LTD.

40-15-9, Brundavan Colony, Vijayawada-520 010, AP. INDIA

© :+91 (866) 246-6675, 249-3375, Fax: +91 (866) 247-4097
e-mail: info@efftronics.com Website: www.efftronics.com

EFF/HRD/20-21/OFF-RD/160

22-FEB-20

To,
MR ANKA BABU APPIKATLA,
S/O APPIKATLA VENKATA SUBBA RAO,
D NO: 5-39,
JARUGUVANI PALEM,
KODURU MANDAL,
KRISHNA DISTRICT - 521328,
ANDHRA PRADESH.



Dear MR ANKA BABU APPIKATLA,

Subject: Provisional Offer Letter as Trainee Engineer in Research & Development

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee (Firmware Engineer - R&D) in Efftronics Systems Pvt Ltd.

Your Scheduled date of joining will be on First Week of June 2020 (Tentatively).

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

We welcome you to Efftronics family, looking forward for a long and mutually benefited association.

With Regards, For Efftronics Systems Pvt Ltd,

T.B. Sankar

(BHAVANI SANKAR T) VICE-PRESIDENT PRINCIPAL WILLIAM SR Kerified Bytute of Technology ENIMACHARIPJ, VIJAYAWADA-521 108

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Mfrs: Networking Data Loggers and LED Displays

Developers: Embedded Systems, Software

"R&D" Recognised by DSIR, Govt. of India

A PRODUCT DEVELOPMENT COMPANY

An ISO 9001:2008 Company



The Terms and Conditions of this offer are:

 Your Training period would be for a Maximum of Six months starting from the schedule date of joining, and you will be designated as "Trainee" till the completion of your Training period.



- 2. You are required to serve the company for a period of **2.5 Years** excluding the Training period.
- You are required to submit all your Original Academic Certificates on the date of Joining and would be held with the company till the completion of your service agreement.
- 4. You are required to complete all the assignments given in the training period within the stipulated time period. In case of your inability to complete the given task; you will be dropped from the training.
- 5. If your training period extends on administration grounds, extension of training depends on the discretion of management.
- 6. You are eligible for a stipend of **Rs. 6,000 per month** during the training period and after the successful completion of Training, your CTC (Cost to Company) will be **Rs.3.98 Lakh** per annum with Gross salary **25K** per month.
- 7. After successful completion of the training period your salary may increase depending upon your performance.
- 8. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Efftronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.
- 9. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.
- 10. You should not resign during the agreement period.

Verified By Madhavip

Page 2 of 3

SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108



Separation:

11. If the Trainee fails to prove himself/herself during the Training period, the company has every right to terminate him/her at that stage itself.



- 12. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she must pay **Rs. 1,00,000** as the Training cost to the company.
- 13. At any time during the Training, if the Trainee is found to be Willfully non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline, prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of Rs.1,00,000/- from you for the above said act.
- 14. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

With Regards, For Efftronics Systems Pvt Ltd,

T.B. Sankar

(BHAVANI SANKAR T) VICE-PRESIDENT

ACCEPTANCE FORM

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

Date:

Place:

Signature of Parent/Guardian

Signature of candidate

Verified By Madhavip

> PRINCIPAL SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108

Page 3 of 3



PROVISIONAL OFFER LETTER

Campus Name: SRK INSTITUTE OF TECHNIOLOGY Date: 30 -01-2020

VAMSI KRISHNA

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely.

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd. The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor, No. 16, GST Road, Perungulathur, Chennai, Tamil Nadu, PIN 600063

Tel No.: +91.44.4200.7884

CIN:U72200TN2000PTC045578

SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108.



Date: 30-12-2019

Mr. NABANI DURGA PRASAD Location: ANDHRA PRADESH

Provisional Offer Letter to Join Chola Insurance Academy

Dear NABANI DURGA PRASAD

Congratulations!

We are glad to inform that you have been selected for the Chola Insurance Academy Program. This program would be conducted through Institute of Insurance and Risk Management for a "Post Graduate Diploma in General Insurance Marketing."

The terms and conditions of this program will be communicated to you based on your enrollment.

Please ensure that all documents (duly attested) as stated in Annexure A are submitted by you at our nearest Regional Office along with the **Demand Draft of Rs 5000/-** in favor of **'Institute of Insurance and Risk Management' payable at Hyderabad.** This is to be paid towards registration fee for the Program, within 3 days from receipt of this letter. This amount will be adjusted from the total fee payable for this course.

Upon successful completion of this program, you will be eligible for an employment as Assistant Branch Manager, with a CTC of Rs. 3,00,000/- per annum.

The admission is subject to medical fitness & background check to be conducted by us at our discretion at any point of time during the tenure of the program.

We look forward to your admission to the Chola Insurance Academy and a fruitful career with us.

CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED (Formerly known as Chola People Services Private Limited.)

Dare House, II Floor, NSC Bose Road, Parrys, Chennai - 600 001.

Phone No: +91 (0)44 4044 5400 | Fax No: +91 (0)44 4044 5550

CIN: U74999TN2016PTC111207 | PAN: AAGCC5481J | GSTIN: 33AAGCC5481J1ZJ

SRK Institute of Technology ENIKEPADU, VI INNOVACIA COL 108.



Annexure A

List of documents to be submitted:

- 1. Copy of your resume
- 2. Any one Address Proof: Passport/Voter ID/ AADHAR Card/ Driving License/ Ration Card/ Latest Electricity Bill
- 3. PAN Card (Mandatory)
- 4. AADHAR Card (Mandatory)
- 5. ID Proof (Any one): Passport/Driving Licence/Voter ID
- 6. Educational Documents:
 - 10th Mark Sheet and Certificate
 - 12th Mark Sheet and Certificate
 - Graduation Mark Sheet and Certificate
 - Post-Graduation Mark Sheet and Certificate

Regional Office Contacts:

Hyderabad: Mr. Rupesh Kumar Reddy Munigala (99866 33669)

Cholamandalam MS General Insurance Co Limited, #1-2-73/2 & 1-2-63 to 64, No.302, 3rd Floor, SR Arcade, Parklane, Secunderabad - 500003, Hyderabad

CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED

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Dare House, II Floor, NSC Bose Road, Parrys, Chennai - 600 001.
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Annexure B

You may opt any of the following option to pay the entire fees -

- Self funding Full payment: Pay Rs 1,10,000/- as lump sum.
- Loan: Pay the entire fees via availing loan services as a onetime payment.

Educational Loan contacts:

For Educational loan queries please contact the State HR

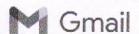
For any further queries please mail to hr@cholainsuranceacademy.com

CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED

(Formerly known as Chola People Services Private Limited.)
Dare House, II Floor, NSC Bose Road, Parrys, Chennai - 600 001.
Phone No: +91 (0)44 4044 5400 | Fax No: +91 (0)44 4044 5550
CIN: U74999TN2016PTC111207 | PAN: AAGCC5481J | GSTIN: 33AAGCC5481J1ZJ

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Srkit Placementcell <srk.placementcell@gmail.com>

Regarding Offer Letters of selected Students

Geetha Sree Adapa <hr.topnotchoverseas@gmail.com>
To: srk.placementcell@gmail.com
Cc: Director Topnotch <director.topnotchoverseas@gmail.com>

11 March 2020 at 20:34

To,

A.Siva Nageswara Rao,

SRK Institute of Technology,

9849651651/7674098333.

Greetings from Topnotch Overseas Educational Consultancy Pvt Ltd!!

We are pleased to inform that our company has selected M.B.A Graduates in campus placements from your college. As of now They are not completed their Documentation Part, As Our Delhi office needs to complete the Documentation procedure to issue offer letters. As they promised they will submit there documents tomorrow, you and the students will get the offer letters by end of the day.

Thanks&Regards
Geetha Sree Adapa
contact: 8143551515
email:hr.topnotchoversesa@gmail.com

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Complement

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NAME	MOBILE NO BRANCH	BRANCH	POSITION	SALARY	E-MAIL
Mahita	9346274116	Btech	Counsellor		pearthimahisharma1999@gmail.com
Katragadda Nikhitha	8374931793	Btech			nikki.lovely.1226@gmail.com
Shaik Ismail	9985483025	MBA	Counselling& Marketing	15,000	ismail16shaik@gmail.com
Meduri Anil Kumar	9154326231	MBA	Counsellor	12,000	anilmeduri93@gmail.com
K.Usha	9989872374	MBA	Counselling&Backend	15,000	ushatinku1998@gmail.com
Kollipara Hemakanth	7288058910	PG	Counselling&Backend	12,000	hemakanthkollipara0056@gmail.com
Sowjanya Budda	9666638777	MBA	Counsellor	12,000	sowjanyabudda@gmail.com
K.Sai Supriya	8106156265	MBA	Counselling&Backend	12,000	<u>supriya.kuchibhotla@gmail.com</u>
V.Yamini Devi	6304114745	MBA	Counselling&Backend	10,000	yaminidevivellagala@gmail.com
Rabbani Patan	8333968786	MBA	Marketing	12,000	rabbanipatan30@gmail.com
Paruchuri Pavani	9573656752	Btech	Backend	12,000	pavanichowdary03@gmail.com
Rajiya Shaik	6305053566	MCA	Backend	12,000	rajiyashaik314@gmail.com
Palagara Bhavanthi	6281613678	Btech	Counsellor		<u>bhavanthi123@gmail.com</u>
P. Hemalatha	8466800512	MCA	Backend	12000	hemalathayoga7717@gmail.com
M. Pooja	9959765932	Btech	Backend	10000	poojamamilla99@gmail.com
Shaik.Imtiyaz	7386799781	Btech	Backend	10000	shaik.imtiyaz475@gmail.com
V.Uma Maheshwari	9502911209	IMBA	Backend	10000	maheswari.varre31@gmail.com

SRK Institute of Technology
ENIKEPADU, VIJAYAWADA-521 108





04th March 2020

Dear M NAVEEN

Welcome To JK Fenner

I am pleased to offer you as a Trainee under NEEM Scheme .

Your Appointment will commence on 4th JUNE 2020

You will be entitled to monthly stipend of Rs.10000 (Rupees Ten Thousand Only) as your take home. In addition to this you will be provided with company transport and duty food which indicates cost to company.

You shall receive your payment before 7th of every month. Leave and other company policies are applicable as per company policy.

Yours signing this offer, confirms your acceptance of the terms and conditions and that you would be joining on 4thJUNE 2020.

I am looking forward to your joining as per offer.

Sincerely

For JK Fenner (India) Limited

K.Kumar

Sr.Manager - HR

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Offer: Computer Consultancy

Ref: TCSL/DT20184507402/Hyderabad

Date: 09/10/2018

Ms. Sahithi Artham H.No:17-1-382/K/Sb/32Sri Balaji Nagar, Champapet, Js Reddy Swimming Pool, Hyderabad-500059, Telangana. Tel# 91-9441605403

Dear Sahithi Artham.

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderab & 1500,081 IRRINCIPAL

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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

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Deccanpark, No 1 Software Units Layout, Madhapur, Hyd Riddings 188 npark, No 1 Software Units Layout, Mauriapus, 1175 Pikkepas com 10 10 Chnology Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website Nikepas com 10 10 Chnology Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumi TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each guarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium Basic premium for self, spouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

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Registered Office Nirmal Building, 9th Floor, Nariman Point, MumbaFPADOC VIJAYAWADA-521 108.



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Tata Consultancy Services Limited

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Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: ww**SRIK-Institute of Technology**Registered Office Nirmal Building, 9th Floor, Nariman Point, ENIKE ADU, VIJAYAWADA-521 108.
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 IndiRRINCIPAL
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.toSRivinstitute of Technology
Registered Office Nirmal Building, 9th Floor, Nariman Point, MunENICEPARD, VIJAYAWADA-521 108,
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

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

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
 You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)

- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- -An affidavit/notarised undertaking stating:
- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university
- *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

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

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Registered Office Nirmal Building, 9th Floor, Nariman Point, MumenicePADU, VIJAYAWADA-521 108 Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 IndiapRINCIPAL



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan

Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary

Annexure 2: List of TCSL Centres

Annexure 3: Confidentiality and IP Terms

Click here or use a QR code scanner from your mobile to validate the offer letter

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GROSS SALARY SHEET

Annexure 1

Name	Sahithi Artham
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Deccanpark, No 1 Software Units Layout, Madhapur, Hyderak drassing Lindi Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website 5 WK P 19 19 Chnology Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 AVAWADA-521 108. TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

^{*} Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

^{**}The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

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



Annexure 2

Regional Offices

Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5 th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore — 560 066 Tel: 080 — 67247000 Fax: 080 - 28410114
Chennai Lead-Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi Lead-Talent Acquisition Tata Consultancy Services 5 th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax: 033 - 6653 0003
Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 - 66087777 Fax: 020 - 66087107	Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.

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2. Retainer/Consultant's Obligations

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

3. Intellectual Property Rights

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

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 5240 of Technology
TCS Careers Serviceline: 1800 209 3111 Email: careers@ics.com.DU, VIJAYAWADA-521 108.



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines

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

7. Restriction on Retainer/Consultant's Rights

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

8. No License

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

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9. Equitable Rights

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

10. General

- (a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.
- (b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.
- (c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.
- (d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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- (e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- (f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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CIN: U22110KA2002PTC031097

Ref Code: CI / 2019-2020 / 0592 / A

ILM/F/45/1.3

ILM'S Internship Offer Letter

To, Ms. Pregada Akshitha Date: 11-12-2018

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a "Professional Faculty - Communicative English" under ILM'S Internship programme for the academic year June / July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the HLM family, we request you to go through and understand the Professional, Financial and Personal growth prospect that lies ahead when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent role and responsibility as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2019. During the training only standard accommodation will be provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. This preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

b) Career Prospect:

1) ILM'S INTERNSHIP PROGRAM: You can look at your career in ILM as a short-term (one academic year) or a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Bas Regadi, Turingalore 360 004.

Phone: 080-26606816, 26606846, 42181313 | E-mail: admin: NRESADII WILLIAM PADII WILLIAM PROPERTY OF THE PADI



CIN: U22110KA2002PTC031097

Ref Code: CI / 2019-2020 / 0592 / A

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others. If you intend a long term career, you can look at a professionally and financially satisfying career growth with us.

2) Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the following is the career growth path in ILM:

Senior Professional Faculty Trainee Team-Leader Team Leader Zone
Head Group Head Cluster Head Divisional Head.

3) You will also be made an ILM - SQA AM- Associate Member (If eligible). By becoming an ILM - SQA AM you will get an enormous opportunity to help the student community as well as earn an "unlimited income" for yourself.

c) Academic Growth:

- 1) During the term of your assignment, to enhance your language skills and academic credentials, **H.M** will train you in becoming a professional Language Trainer. On successful completion of the course and the academic year assignment you will be awarded a certificate.
- 2) You can also become a trainer for **ILM'S** "English Today International" Exams. Candidates, who meet the minimum professional requirement set by **ILM**, can look forward to an exciting professional growth as "Assessors" for **ILM'S** "English Today International" Exams.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid for, while learning it.

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CIN: U22110KA2002PTC031097

Ref Code: CI / 2019-2020 / 0592 / A

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Financial Growth Part - 1

- 1. You are selected under Category A and you will be paid `16,500/- (Rupees Sixteen Thousand Five Hundred) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1 - CTC Breakup)
- 2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment, after your preliminary training and travelling allowance wherever applicable as per ILM'S policy. (Candidates can also opt to stay on their own at their own cost.)
- 3. Besides the CTC, you can also enhance your earning by becoming a Trainer / Assessor for ILM'S "English Today International" Exams.

Part - 2

- 1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from 500/- per month to 3,000/- per month or as decided by ILM.
- 2. Additional Mandatory Incentives: Additional Mandatory Incentive is paid, if you get short listed and are willing to work in ILM'S notified North Indian states. You can earn from 2,000/- per month to 3,000/- per month or as decided by ILM depending upon the state you are posted.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the internship you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.

Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Dash Albaria com of Technology Phone: 080-26606816, 26606846, 42181313 | E-mail: admin Windplacem of Technology VIJAYAWADA-521 108. # 48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavar Ban



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Healthcare

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LogisticsMedia

Healthcare

EngineeringFinance & Accounting

Date: 20-Sep-2019

Interim Offer Letter

Dear Divya seelam,

Welcome to Vee Family...!



We are happy to inform that you have been shortlisted for the position of AR Caller Trainee with effect from 30-Dec-2019 in Vee Technologies Pvt Ltd. Please refer Annexure-A for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of Rs 34000/- (Thirty Four Thousand rupees) to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure − 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank cheque leaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes, for Vee Technologies Pvt. Ltd.,

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel:+91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, R Nagar, Bangalore – 560 098, Tel: +91 96325 78003 Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ (Salem Allotment), Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village,

Suramangalam SRO, Salem Tel: +91 427 234029

Chennal: Tower-3 Special Module, Chennai One IT Park SEZ, Thoraipakkam - 600 097, Tel:+91 044 2433 4235 USA: New York: 489 Fifth Avenue, 19th Floor, New York, NY 10017, Tel: 646 837 0837

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Annexure - A

Vee Salary Breakup			
Particulars	Bangalore / Chennai (Rupees)	Salem (Rupees)	
Basic	6572	6207	
House Rent Allowance	3286	3104	
Conveyance Allowance	0	(
Medical Reimbursement	0	(
Piece Rate Incentives	4108	3879	
VPLI	2465	232	
Gross Salary	16431	1551	
PT	200		
ESI	288	27	
PF	789	74.	
Total Employee Contribution	1277	101	
Net Salary	15154	1450	
ESI Employer	780	73	
PF Employer	789	74	
Total Employer Contribution	1569	148	
CTC/Month	18000	1700	
Total CTC/Annum	216000	20400	

*Note:

- Cafeteria facility is available in Salem & Bangalore location and in Chennai external Food Court
 is available
- 2. Availing Food/ Snacks in Cafeteria is optional and Employees who opt for Food Coupons, proportionate amount will be deducted from the Salary
- 3. As the Cost of Living is high in Metro city (Bangalore & Chennai) there is difference of Rs 1000/City Allowance in the CTC for employees working in Metro Vs Non-Metro(Salem)
- 4. Professional Tax (PT) Deduction:
 - Karnataka: Monthly Rs 200/-
 - Tamil Nadu: Rs 1250/- every six months

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Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, R Nagar, Bangalore – 560 098, Tel: +91 96325 78003
Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ (Salem Allotment), Salem to Bangalore NH-7 Road, Jagir Ammapalayam Willage,

Suramangalam SRO, Salem Tel: +91 427 234029

Chennai: Tower-3 Special Module, Chennai One IT Park SEZ, Thoraipakkam - 600 097, Tel:+91 044 2433 1235

USA: New York: 489 Fifth Avenue, 19th Floor, New York, NY 10017, Tel: 646 837 0837

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26-Feb-2019

Dear Narendra Babu Makkena, B.Tech/B.E., CS Computer Science & Engineering

Candidate ID - 13003862

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

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 Rs.383,755/-. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs. 21,755/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- 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.

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.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature:

Date:

SRK Institute of Technology

Juelle



Annexure A

Name: Narendra Babu Makkena Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Bosic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

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

- Floating Medical Insurance Coverage
- · Round the Clock Group personal accident Insurance coverage
- · Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- · Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

- * 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 pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** Language Premium: This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** 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 solarly 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 you right to 4-521 108



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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

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10-Jan-19

V. Viritha

15X41A0466 BE-ECE SRKIT Vijayawada

Dear V. Viritha,

We are pleased to offer you the position of Associate Trainer at our Hyderabad office. The first 6 months will be your training and observation period. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to live projects. During this period, you will be designated as Trainee.

We hope you are as excited as we are to play a part in making a difference and creating an impact at Talentio and for our clients. At Talentio, we move in that direction every day and we will be delighted to have you as part of our team.

Attached are the specific terms and condition of the offer.

Acceptance and Commencement

Your joining date will be provided to separately.

To confirm your acceptance of this offer, you are required to respond via email to aijaz@talentio.in to communicate acceptance of the offer and to confirm your joining date.

On your joining date (i) 2 self photograph (passport sized, color photo), (ii) the originals and 1 set of photocopies of the following documents:

- Education degree certificate and all year mark sheets for the highest degree attained.
 Photocopies should include both front and back sides of certificate.
- Relieving letter or resignation acceptance letter from your most recent employer. If you have been employed 6 months or less with the most recent employer, you must also bring a relieving letter or resignation acceptance letter from the prior employer. Include your employee number with such previous employer(s).
- Proof of identity. Bring the following documents: Adhaar card and PAN card.
- Proof of address. Bring <u>one</u> of the following documents: passport, driving license, voter's
 identification card.

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Appendix I

Confidential

Below is the breakup of the compensation offered for the position of Associate Trainer.

Compensation Component	Monthly (INR)	Annual (INR)
Basic	10000	120000
HRA	5000	60000
Special Allowance	8800	105600
PF Employer Contribution	1200	105600
Total CTC	25000	300000

Your compensation during the training period will be INR 15000 per month.

The other terms and conditions of the offer are mentioned in Appendix II

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Appendix II

Terms and Conditions

- You will be governed by all company policies and rules as may be communicated to you from time to time through email, online or printed material during the course of your employment with Talentio.
- Your Annual Cost to Company and its breakup is provided in Appendix 1 for your reference.
 Your compensation will be reviewed as per Talentio's review cycle. Your Annual CTC will be
 subject to deduction of tax at source as per applicable law. Talentio assumes no responsibility
 for your tax affairs and your tax liability in respect of your remuneration is entirely your
 responsibility.
- 3. Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential. Any breach of this confidentiality shall be deemed as misconduct.
- 4. Your working hours and weekly offs will be advised by the reporting manager. You will be expected to work beyond standard working hours to achieve the results whenever your role requires.
- Your probation will be for 6 months. During this period, you will undergo an extensive training program. Your confirmation of employment will be based on your performance, as per the process of the company, during and at the end of the training period
- Your role may require you to travel and stay outside your place of posting. All expenses related to work during your official travel will be borne / reimbursed by the company as per the company policy.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.
- 8. Your employment will be subject to termination on two months' notice on either side or salary in lieu thereof.
- 9. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- 10. If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- 11. Upon leaving the Company, you will not take with you any material or its reproduction, document or any other writing or copy of writing of any nature, property, whatsoever pertaining to the business of the Company or any of its subsidiaries.
- 12. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- 13. You acknowledge and agree that the intellectual property rights of all existing and future materials, information and technology of any nature created by you during this course of your employment, either singly or jointly with other persons, are the exclusive properties of Talentio with unfettered rights for utilization or disposal of the same. You also acknowledge and agree that Talentio can use or adapt such material to which you have contributed, in any manner and without expressly acknowledging your individual contribution. Any work or research you create or perform during the course of your employment with Talentio shall be sole and exclusive.

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5th Floor, Mayfair Building, Sardar Patel Road, Begumpet, Hyderabad – 500 003

www.talentio.in

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- property of Talentio. You hereby grant and assign to Talentio all rights, title, and interest in any and all intellectual property that you develop while you are employed with Talentio and waive any rights therein
- 14. Information pertaining to Talentio operations, online or print materials, and any other intellectual property is confidential and you will sign a confidentiality/non-disclosure agreement.
- 15. In the event you are in material breach of your duties, obligations, or commit breach of trust, gross indiscipline or misconduct, financial irregularities, breach of confidentiality/non-disclosure, refusal to carry out instructions, or commit breach of Talentio policies or any of the terms and conditions set forth therein. Talentio reserves the right to immediately dismiss you from your services / terminate your services without any notice and without any obligation to pay notice pay. Talentio further reserves the right to other legal course as it deems fit to protect its legitimate interest.
- 16. To confirm your acceptance to this agreement, please put your signature on all the pages of the offer letter including the appendixes and return to us the duplicate copy duly signed
- 17. By signing this offer letter & agreement, I hereby acknowledge and agree that
- 18. I have carefully read and understood this appointment letter and the terms and conditions enclosed and accept the same unconditionally. I will make myself fully aware of, and be bound by, the rules and policies of Talentio as amended from time to time

Sincerely,
Aijaz Khan Director
Talentio Solutions India Pvt. Ltd
ACCEPTANCE OF APPOINTMENT LETTER:
I agree that I have read, understand, and accept employment with Talentio Solutions India Pvt. Ltd. under the terms and conditions stated above.
Signature:
Printed Name:
Date:



9th December 2019

To, Ms. Gulipalli Baby Kalyani, 2-1-6-8, Nuzvid Rd, Bapulapadu, Krishna, Andhra Pradesh - 521105

Dear Baby Kalyani,

This refers to your application and interview with us, we are providing you a Training opportunity in our Company located at No 5,9 & 10, 2, 3 & 4 Floor, Near Nissan Car Showroom Hosapalya Layout, Garebhavipalya, Hosur Main Road, Bangalore - 560068, Karnataka, India, for a period of 6 months, with the following terms and conditions:

- Your training will commence from 9th December 2019 and you will be designated as Associate Software Engineer.
- You will be provided with the Stipend of Rs. 10,000/- (Rupees Ten Thousand only) during the training period of 6 months.
- New offer letter for permanent position will be provided after successful completion
 of 6 months with a Salary package according to the company standards.
- During the training period your services can be terminated without any notice if the performance seems to be unsatisfactory.
- During the tenure of your service with this company, you will not engage yourself in any other gainful or commercial employment, business, part time or full time directly or indirectly simultaneously as long as you are employed with us or engage yourself directly or indirectly in any other profitable business connected with the dealing or activities of the company in any way. Any action to the contrary would render your services liable for termination not withstanding any other conditions mentioned.

For Data Template Lofotech Private Limited

Kruna Kamati

Manager - Human Capita

I accept the conditions

Ms. Gulipalli Baby Kalyani

Date:

SRK Institute of Technology

ENIKEPADU, VIJAYAWADA-521 108



CIN: U22110KA2002PTC031097

Ref Code: CI / 2019-2020 / 0533 / A

ILM / F / 45 / 1.3

ILM'S Internship Offer Letter

To, Ms. Arava Sahithi Date: 11-12-2018

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a "Professional Faculty - Communicative English" under ILM'S Internship programme for the academic year June / July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospect that lies ahead when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent role and responsibility as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2019. During the training only standard accommodation will be provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. This preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

b) Career Prospect:

1) ILM'S INTERNSHIP PROGRAM: You can look at your career in ILM as a short-term (one academic year) or a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over

Page 1 of 5

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.

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www.ilmindia.com www.ilmindia.com www.ilmexams.com

SRK Institute of Technology



CIN: U22110KA2002PTC031097

Ref Code: CI / 2019-2020 / 0533 / A

ILM / F / 45 / 1.3

others. If you intend a long term career, you can look at a professionally and financially satisfying career growth with us.

2) Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

3) You will also be made an ILM - SQA AM- Associate Member (If eligible). By becoming an ILM - SQA AM you will get an enormous opportunity to help the student community as well as earn an "unlimited income" for yourself.

c) Academic Growth:

- 1) During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. On successful completion of the course and the academic year assignment vou will be awarded a certificate.
- 2) You can also become a trainer for **ILM'S** "English Today International" Exams. Candidates, who meet the minimum professional requirement set by ILM, can look forward to an exciting professional growth as "Assessors" for **ILM'S** "English Today International" Exams.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid for, while learning it.

yanagudi, Bungalo 4560-694

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basayanagudi, Ba Phone: 080-26606816, 26606846, 42181313 | E-mail: admin@ilmindia.com



CIN: U22110KA2002PTC031097

Ref Code: CI / 2019-2020 / 0533 / A

ILM / F / 45 / 1.3

- 2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
- 3. After the preliminary training you should be ready to work anywhere in South India including your home state.
- 4. After the preliminary training, if you do not report for your assignment you will have to pay us ₹ 30,000/- plus applicable GST (In case if you discontinue the preliminary training on a prorate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

You are required to send us your acceptance letter of the above terms and conditions on or before 28-02-2019 along with following documents:-

- 1. Your recent passport size photograph (2 nos).
- 2. Aadhar Number / Card copy.
- 3. Verification Form (Annexure-2).
- 4. Medical Certificate (Annexure-3).
- 5. PAN card copy.
- 6. Aadhar Card Copy of Parents for ESI coverage (Medical coverage in ESI hospitals).

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on 080 - 42181313 / 26601313 / 26606816.

Note: Even though the last date for acceptance is set as **28-02-2019**, you are advised to send your acceptance letter as soon as possible. **ILM** reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T

(Director - Administration)

PRINT PALL SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108.

Page 4 of 5



CIN: U22110KA2002PTC031097

Ref Code: CI / 2019-2020 / 0533 / A

ILM/F/45/1.3

Financial Growth Part - 1

- 1. You are selected under Category A and you will be paid ₹ 16,500/- (Rupees Sixteen Thousand Five Hundred) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1 CTC Breakup)
- 2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment, after your preliminary training and travelling allowance wherever applicable as per ILM'S policy. (Candidates can also opt to stay on their own at their own cost.)
- 3. Besides the **CTC**, you can also enhance your earning by becoming a Trainer / Assessor for **ILM'S** "English Today International" Exams.

<u>Part - 2</u>

- 1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ₹ 500/- per month to ₹ 3,000/- per month or as decided by ILM.
- 2. Additional Mandatory Incentives: Additional Mandatory Incentive is paid, if you get short listed and are willing to work in ILM'S notified North Indian states. You can earn from ₹ 2,000/- per month to ₹ 3,000/- per month or as decided by ILM depending upon the state you are posted.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the internship you can, if you desire, exercise the option to continue as a faculty subject to meeting **ILM'S** performance criteria.

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore 560,003A-521 10
Phone: 080-26606816, 26606846, 42181313 | E-mail: admin@ilmindia.com



CIN: U22110KA2002PTC031097

Ref Code: CI / 2019-2020 / 0533 / A

ILM / F / 45 / 1.3

Annexure - 1 CTC Breakup

Code	A CTC	16500
Code	A CIC	10000

Breakup of the Compensatio	n
Basic	9474
HRA	1458
CCA	972
TA	1458
Bonus	1214
Performance Based Incentives *	0
Additional Mandatory Incentives **	0
Gross Earnings (1)	14576

Deductions	
Professional Tax	0
ESI Contribution	255
PF Contribution (Savings)	1137

ILM's Contribution	1
ESI Contribution	692
PF Contribution (Savings)	1232
Total (2)	1924

Take Home	13184	Total CTC (1) + (2)	16500
	A SALE OF THE SALE OF THE SALE OF		

Note:

- 1. You will be provided free standard outstation accommodation at your place of posting.
- 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).
- 3. * Performance Based Incentives Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month)
- 4. ** Additional Mandatory Incentives For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore; 560 004:011 Phone: 080-26606816, 26606846, 42181313 | E-mail: admin@ilmindra.com

Letter of Acceptance To be sent by Registered Post Only

From,	Date:
	Fifter your Photo
	Kirt Bong
	P

Pin code:

Ref Code: CI / 2019 - 2020 / ____/ ____

To,
The Director
Institute of Language Management (P) Ltd.,
48, 49, 50, III Floor, "Ashok Plaza",
Gandhi Bazaar Main Road,
Basavanagudi, Bangalore – 560 004.

Respected Sir,

Sub: Letter of Acceptance.

Ref: Your offer letter with Ref code CI / 2019 - 2020 / ____ / ___ dated ______

Further to your offer letter selecting me for the post of Professional Faculty – Communicative English, I have read and understood the rules and regulations of the terms of appointment. I am willing to abide by the rules and regulations of ILM. I hereby accept this offer.

I am enclosing the following Documents:

	Documents	Yes	No
I	1. Your recent passport size photograph (2 nos).		
	2. Aadhar Number / Card copy.		
I	3. Verification Form (Annexure-2).		
	4. Medical Certificate (Annexure-3).		
I	5. PAN card copy		
	6. Aadhar Card Copy of Parents for ESI purpose		

Yours faithfully,

Signature of the Applicant

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Annexure - 3 **Medical Certificate**

Format No: ILM/F/027/1.0

: 31.10.2014 DATE PAGE : 1 of 1

INSTITUTE OF LANGUAGE MANAGEMENT (P) LTD., CIN: U22110KA2002PTC031097 **CERTIFICATE OF MEDICAL FITNESS**

(TO BE SENT ALONG WITH THE ACCEPTANCE LETTER)

To be obtained only from Gazetted Government Medical officer / Medical Officer of a Government Undertaking / private medical practitioners.

Name: (In Block Letters)	
Father's Name:	
Blood group/Anemic (Blood Count):	
Height: Weight:	
Vision: L: R:	
Colour Vision:	
Hearing:	
Hernia/Hydrocele/Piles:	
Any other disease diagnosed in past:	
Allergies, if any	
List of prescribed medication, if any	
1	
2.	
3	
Any other Remarks:	
I certify that I have carefully examined of Mr. / Msson/daughter of Mrpresence. He/she has no mental and physical disease and is FIT.	who has signed in my
Signature of the candidate	
Station:	Signature of the Medical Officer
Date:	with legible seal.

Address needs to 7. be verified with period of stay.	
Period of Stay	
(Enclose additional sheet for more than one add	dress)
8. Name of the Jurisdiction Police Station	
9. Contact telephone Number	
(a) Land line	
(b) Mobile	
The information furnished in this application is true No information has been suppressed. I have no reco	
Thanking you	Yours faithfully
Date: Place:	Signature of the Applicant
	ion Certificate SDICTIONAL POLICE STATION
This is to certify that	is / was a student of our
college. The information provided above by him/he	er is true. His / Her conduct is good.
Date:	
Place:	Signature and Seal
	Page - 2 of 2

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SRK Institute of Technology
ENIKEPADU, VIJAYAWADA-521 108.

Annexure - 2 Application for Verification

To, The Principal or	The S	НО															Pł	sspo noto Appl	of t	he	
									J ₁							- Publish MANGOR	nd S pl	trial horizontal facility in a deal	of t		DSRNORH-HARMANITT
Sir / Madam,																					
Sub: - Request to Institute of Lang											te f	or t	he F	Purj	pos	e of	my	job	in		
With regard to the required.											ails	for	wh	om	the	PV	C /	PCC	is		
1. Name:	F																				
Father's / 2. Husband's Name	F																				
3. Nationality																				,	
4. Date of Birth	D	D	М	М	Y	Y	Y	Y				A	GE								
	Γ																				
6. Permanent Address																					
	-																				

Page - 1 of 2

SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108.



CIN: U22110KA2002PTC031097

Ref Code: CI / 2019-2020 / 0533 / A

ILM / F / 45 / 1.3

Annexure - 1 CTC Breakup

Code	Α	CTC	16500

Breakup of the Compensatio	n
Basic	9474
HRA	1458
CCA	972
TA	1458
Bonus	1214
Performance Based Incentives *	0
Additional Mandatory Incentives **	0
Gross Earnings (1)	14576

Deductions	
Professional Tax	0
ESI Contribution	255
PF Contribution (Savings)	1137

ILM's Contribution				
ESI Contribution	692			
PF Contribution (Savings)	1232			
Total (2)	1924			

A STATE OF THE STA	Charles of the Control of the Contro	AND DESCRIPTION OF THE PERSON	
Take Home	13184	Total CTC (1) + (2)	16500

Note:

- 1. You will be provided free standard outstation accommodation at your place of posting.
- 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).
- 3. * Performance Based Incentives Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month)
- 4. ** Additional Mandatory Incentives For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month

Page 5 of 5

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore 560 004.

Phone: 080-26606816, 26606846, 42181313 | E-mail: admin@ilmindia.com

www.ilmindia.com www.ilmindia.com www.ilmexams.com

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name: Rudraraju Navya Madhuri			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	<u>%</u>	Monthly	Yearly
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
O. I. T. A. I. J. (1)	-	05.400	205 200
Sub-Total - I (H)	100%	25,433	305,200
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	400	4,800
	-		
Total Compensation (I+II)	-	25,833	310,000

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ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills - your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

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Julual 7



31st December 2018

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Rudraraju Navya Madhuri, Syntellect ID: SBE1905075

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the Graduate/Diploma/Post-Graduate program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of 60%; and no standing backlogs.
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

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Atos Syntel

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Head - Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

ENIKEPADU, VIJAYAWADA-521 108

Date: 16-03-2019

Ref: STS/OFR

Mr. P.KALYAN,

SUB: APPOINTMENT LETTER

Dear Mr. P.KALYAN,

Further to your interview we had with us we are pleased to offer you the post of TRAINEE ENGINEER in the period 4 months in our organization with a commencement date of STH SEPT 2019.

You will be paid a consolidated Salary of Rs.10000/- +TA per month after successful completion of 30 days training. After successful completion of Trainee Engineer level based on performance you will be promote as an Engineer and you will be paid a consolidated salary of Rs. 15000-20000/++TA per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- a. All academic certificates Xerox copies
- b. Two recent passport size photographs
 c. Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed taken your acceptance of the employment.



Signature of the Employee

Address: Flat no: 401, Bhavani plaza apts, Opp. Busstop, Ecil 'x' roads, Hyderabad-62 Contact:8885785386, 7207299444 Emailid: suryasolutions5@gmail.com

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PRINCIPAL SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108.



PROVISIONAL OFFER LETTER

Campus Name:

SRK Institute of Technology

Date: 4/5/2018

Dear Jogi Lakshmi Tejaswini - B tech (Non Voice)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- · 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Sutherland Global Services Pvt. Ltd. 45-A, Velachery Main Road Vijayanagaram Chennai, Tamilnadu, PIN 600042

Candidate Acceptance

TelNo:+91.44.4391.7884

CIN:U72200TN2000PTC045578

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SRK Institute of Technology
ENIKEPADU, VIJAYAWADA-521 108.



PROVISIONAL OFFER LETTER

Campus Name: SRK

Date: 06-02-18

Dear umaderi-T-cse

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd. 45-A, Velachery Main Road Vijayanagaram Chennai, Tamilnadu, PIN 600042

SRK Institute of Technology

CIN:U72200TN2000PTC045578

TelNo:+91.44.4391.7884

ENIKEPADU, VIJAYAWADA-521 108.

OFFER LETTER CONFORMATION

Congratulations

"This is to inform that your hardworkin the job Fair has been recognized as one of the best in our recruitments. As such, I on behalf of our Organisation appreciate his effort and send thanks and Best wishes for your work and Future with Cattain Family."

Dear A.NITHIN

We're delighted to extend this offer of employment for the position of IT Developer HR EXECUTIVE /MARKETING EXECUTIVE/

DATA ENTRY EXECUTIVE/TELE CALLING EXECUTIVE/IT DEVELOPER FINANCIAL ANALYST with Cattain. Please reviewthis summary of terms and conditions for your anticipated employment with us.

Please find the below terms and conditions of your employment

Position.

Your title will be HR EXECUTIVE/MARKETING EXECUTIVE/DATA ENTRY EXECUTIVE/TELE CALLING EXECUTIVE/IT DEVELOPER FINANCIAL ANALYST and you will report to the Company's [Supervisor Position]. This is a full-time position. While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

Cash Compensation.

The Company will pay you a starting salary at the rate of 7000+incentives per month, payable in accord ance with the Company's standard payroll schedule, beginning and you will receive your first pay by the end of the month. This salarywill be subject to adjustment pursuant to the Company's employee compensat ion policies in effect from time to time.

Hours and Compensation.

This is a [Full-time/Part-time/Seasonal] position requiring approximately max hours per week. Employee Benefits.

As a regular employee of the Company, you will be eligible to participate in a number of Company-spon sored benefits.

Employment Relationship.

Employment with the Company is for no specific period of time. Your employment with the Company will be a going concern and "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, on reasonable groundsAny contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment m ay only be changed in an express written agreement signed by you and a duly authorized officer of the Comp any (other than you).

Termination.

The Company reserves the right to terminate employment of any employee for just cause at any time. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.

SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108.

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ANNEXURES

The following are the mandatory conditions which are to be followed by the company as well as the employee

- If the employee has been subjected to any accidents during the office hours in office or on any marketing work outside the office the company takes the responsibility of the coverage of basic accidental care only
- Medical insurance to every employee will be our responsibility
- · We maintain proper salary accounts
- Employee provident fund scheme is applicable based on the rates mentioned in the employee provident fund act
- Strict dress codes should be followed, we do not encourage or entertain any employee with improper office dressing, proper formals should be worn Men-formal shirt &trousers, shoes

Women-western formals or Indian ethnics

- . Minimum hours of work should be for not less than 9 hours the employee should also be flexible to work for more hours if the requirement persist
- Common duties for any designation is they should be willing to work anywhere and should have a passion to travel
- The company has a right to terminate the employee if the company notices that he is involved in any offensive behavior with the co-employee or working for the dis-interest of the company the employee should not involve in any moral turpitude or should not use the assets of the company for the personal purpose, any indiscipline acts observed during the work place the company has the right to immediately suspend/terminate the employee
- . The employee should give a prior notice of 2 months if he is leaving company with a valid reason

TERMS AND CONDITION:

- . Every applicant should handover the copies of the certificates at the time of reporting to the company along with the soft copy and photocopies of certificates.
- . Upon completion of degree they should also submit the photo copy of the degree completion certificate.
- Offer Letter is only about the confirmation of job the appointment for the job role will be given upon the completion of the degree course and the requirements
 as and when required by the company
- We are strictly willing to have the employess who would willing to travelling locations based on the emergency requirement based on emergency requirement of the company
- . The shift for the employees might be Dayshift/Night shift
- Once confirm with the appointment if the applicant wouldn't report within a week the offer stands close or termination of the employment "Tele callers-7000+incentives"
- . There will be an agreement with the company of minimum one year
- . Training period is T0 working days ,during these days compensation will not be provided
- · Probation period -6 months

The offer letter would be cancelled if the applicant fails to respond within 10 days from when the offer letter received by you.

Date: 25-May-2018

To

Ms. MARREDDY.PARVATHI,

D.NO:1-75, CHAGANTIPADU, TOTLAVALLURU MANDAL, KRISHNA DISTRICT, ANDHRA PRADESH.

Dear Ms. MARREDDY.PARVATHI,

We are pleased to offer you employment for the position of TECHNICAL SUPPORT ENGINEER with ZOHO TECHNOLOGIES PRIVATE LIMITED.

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organisation. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY). The following offer is valid subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships).

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

REMUNERATION

Your annual cost to company will be Rs.360000/- (RUPEES THREE LAKH SIXTY THOUSAND ONLY) plus variable benefits. The breakup of your gross salary and benefits details are set out in Annexure to this letter. Salary will be paid by the last day of each month.

PROBATION

Upon joining you will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

Prepared by

Verified by

Revathi

Vijay

1 of 5

SRK Institute of Technology ENIKEPADU, VIJAYAWADA 524 108.

SRK-1-706

ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such other policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation and any entity in which the management of Zoho Corporation or the company has substantial interest. You agree not to disclose such information other than on a need-to-know basis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be required to work in shifts (including night shifts) at any time, during the term of your employment with the company. You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

Prepared by

Verified by

Revathi SRK-1-706

Vijay

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.

NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affil iated Companies.

TERMINATION

<u>Termination at will</u>: This employment agreement is terminable at will by either party.

<u>Termination for misconduct</u>: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

- 1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have willfully suppressed any material information;
- 2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
- 3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
- 4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
- 5. If you have violated the Company's policies;
- 6. If the result of any reference or background check is unsatisfactory;
- 7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
- 8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affilliated Company.

Prepared by

Revathi SRK-1-706 Verified by

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment.

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employement are governed by the laws of India. All disputes arising out of your employement with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.

VALIDITY

The hard copy of the offer will reach you in due course. Please read this offer of employment carefully before you agree to its terms by signing it. Kindly send your acceptance to this offer per return mail by **01-Jun-2018**. Also ensure that you return the signed copy of your offer letter seven days prior to your joining.

The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organisation.

With Best Wishes,

Yours Sincerely,

Revathi SRK-1-706

	Authorized Signatory		
)	I hereby acknowledge receipt of this letter and accept the	he same. I shall commence employment with e	effect fron
			
	Signature :	Date :	
	Name :	Place :	
	Prepared by		Verified by

Annexure

Name

: MARREDDY.PARVATHI

Designation

: TECHNICAL SUPPORT ENGINEER

Details	Monthly	Annual
Basic	12000	144000
Taxable Allowance	3000	36000
HRA	6000	72000
Other Allowance & Flexible Component	7200	86400
Employer Provident Fund 12% of Basic+TA*	1800	21600
Cost to Company(CTC)	30000	360000
Internet Allowance**		6000
Prosperity Sharing Plan***		60000
Compensation for the first year		426000



^{*} You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary+TA per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

1. GRATUITY

Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum of five years of employment with Zoho.

2. MOBILE GIFT CARD AMOUNT

All Zoho employees are paid an amount of Rs.750/- (Rupees Seven Hundred Fifty Only) per month towards mobile connection. You will be eligible to receive the same upon completion of two years of service with Zoho, from the date of joining.

3. GROUP MEDICLAIM INSURANCE



You will be covered under the Group Mediclaim policy for a sum insured of Rs.400000/- (Rupees Four Lakh Only). This is a floater policy where five of your dependents will also be covered along with you.

4. PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of Rs. 2000000/- (Rupees Twenty Lakh Only)

5. GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of Rs.2500000/- (Rupees Twenty Five Lakh Only).

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewals.

Prepared by

Verified by

Revathi SRK-1-706 Vijay

5 of 5

^{**}Internet allowance mentioned above is for the whole year, you will be eligible for the same from the date of joining. It will be prorated and paid for the first year depending on your date of joining.

^{***} This onetime bonus (PSP) will be processed during the month of April or May and it applies to the regular and confirmed employees. You may qualify for the above mentioned PSP quantum during the year 2019 provided your performance is found satisfactory and upon confirmation. This PSP quantum is indicative one and tends to change as recommended by your team manager. Please note PSP is derived based on company's productivity for that particular year and subject to change every year.



Date - 13-Feb-18

Mani Teja Ravuri

11-95(A), Indian Bank Road, Vuyyuru, Andhra - 521165

Contact No: 7993649049

Dear Mani Teja Ravuri,

We are pleased to offer you the position of Associate Trainer at our Hyderabad office. The first 6 months will be your training and observation period. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to live projects. During this period, you will be designated as Trainee.

We hope you are as excited as we are to play a part in making a difference and creating an impact at Talentio and for our clients. At Talentio, we move in that direction every day and we will be delighted to have you as part of our team.

Attached are the specific terms and condition of the offer.

Acceptance and Commencement

Your joining date will be provided to separately.

To confirm your acceptance of this offer, you are required to respond via email to aijaz@talentio.in to communicate acceptance of the offer and to confirm your joining date.

On your joining date (i) 2 self photograph (passport sized, color photo), (ii) the originals and 1 set of photocopies of the following documents:

- Education degree certificate and all year mark sheets for the highest degree attained. Photocopies should include both front and back sides of certificate.
- Relieving letter or resignation acceptance letter from your most recent employer. If you have been employed 6 months or less with the most recent employer, you must also bring a relieving letter or resignation acceptance letter from the prior employer. Include your employee number with such previous employer(s).
- Proof of identity. Bring the following documents: Adhaar card and PAN card.
- Proof of address. Bring one of the following documents: passport, driving license, voter's identification card.

SRK Institute of Technology 5th Floor, Mayfair Building, Sardar Patel Road, Begumpet, Hyderabad – 500 003



Appendix I

Confidential

Below is the breakup of the compensation offered for the position of Associate Trainer.

Compensation Component	Monthly (INR)	Annual (INR)
Basic	10000	120000
HRA	4000	48000
Medical Allowance	1250	15000
Conveyance Allowance	1600	19200
Special Allowance	8150	97800
стс	25000	300000

Your compensation during the training period will be INR 15000 per month.

The other terms and conditions of the offer are mentioned in Appendix II

Appendix II

Terms and Conditions

- You will be governed by all company policies and rules as may be communicated to you from time to time through email, online or printed material during the course of your employment with Talentio.
- Your Annual Cost to Company and its breakup is provided in Appendix 1 for your reference.
 Your compensation will be reviewed as per Talentio's review cycle. Your Annual CTC will be
 subject to deduction of tax at source as per applicable law. Talentio assumes no responsibility
 for your tax affairs and your tax liability in respect of your remuneration is entirely your
 responsibility.
- 3. Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential. Any breach of this confidentiality shall be deemed as misconduct.
- Your working hours and weekly offs will be advised by the reporting manager. You will be
 expected to work beyond standard working hours to achieve the results whenever your role
 requires.
- Your probation will be for 6 months. During this period, you will undergo an extensive training program. Your confirmation of employment will be based on your performance, as per the process of the company, during and at the end of the training period
- Your role may require you to travel and stay outside your place of posting. All expenses related
 to work during your official travel will be borne / reimbursed by the company as per the company
 policy.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.
- 8. Your employment will be subject to termination on two months' notice on either side or salary in lieu thereof.
- 9. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- 10. If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- 11. Upon leaving the Company, you will not take with you any material or its reproduction, document or any other writing or copy of writing of any nature, property, whatsoever pertaining to the business of the Company or any of its subsidiaries.
- 12. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- 13. You acknowledge and agree that the intellectual property rights of all existing and future materials, information and technology of any nature created by you during this course of your employment, either singly or jointly with other persons, are the exclusive properties of Talentio with unfettered rights for utilization or disposal of the same. You also acknowledge and agree that Talentio can use or adapt such material to which you have contributed, in any manner and without expressly acknowledging your individual contribution. Any work or research you create or perform during the course of your employment with Talentio shall be sole and exclusive property of Talentio. You hereby grant and assign to Talentio all rights, title, and interest in any and the course of your employment with Talentio all rights, title, and interest in any and the course of your employment with Talentio all rights.



- and all intellectual property that you develop while you are employed with Talentio and waive any rights therein
- 14. Information pertaining to Talentio operations, online or print materials, and any other intellectual property is confidential and you will sign a confidentiality/non-disclosure agreement.
- 15. In the event you are in material breach of your duties, obligations, or commit breach of trust, gross indiscipline or misconduct, financial irregularities, breach of confidentiality/non-disclosure, refusal to carry out instructions, or commit breach of Talentio policies or any of the terms and conditions set forth therein. Talentio reserves the right to immediately dismiss you from your services / terminate your services without any notice and without any obligation to pay notice pay. Talentio further reserves the right to other legal course as it deems fit to protect its logitimate interest.
- 16. To confirm your acceptance to this agreement, please put your signature on all the pages of the offer letter including the appendixes and return to us the duplicate copy duly signed
- 17. By signing this offer letter & agreement, I hereby acknowledge and agree that
- 18. I have carefully read and understood this appointment letter and the terms and conditions enclosed and accept the same unconditionally. I will make myself fully aware of, and be bound by, the rules and policies of Talentio as amended from time to time

Si	nco	ro	V.
0	1100	10	у,

Aijaz Khan Director Talentio Solutions India Pvt. Ltd

ACCEPTANCE OF APPOINTMENT LETTER:

I agree that I have read, understand, and accept employment with Talentio Solutions India Pvt. Ltd. under the terms and conditions stated above.

Signature:			
Printed Name:			
Date:			

SRK Institute of Technology SRK Institute 5. SRK In



PROVISIONAL OFFER LETTER

Campus Name: JRK

Date: 06- 02-18

Dear pallauf - K - ece

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

PRINCIPAL

SRK Institute of Technology Candidate ASCEPTATION VIJAYAWADA-521 108.

Sutherland Global Services Pvt. Ltd. 45-A, Velachery Main Road Vijayanagaram Chennai, Tamilnadu, PIN 600042

TelNo:+91.44.4391.7884

Julille

CIN:U72200TN2000PTC045578

Maha Lunge CHAKAN PUNE-410501

To

DT: 26-12-17

The Training & Placement officer

Sub: EeSTS - Research Hub Campus drive short listed Candidates list regarding:-

Ref: Drive on 22-12-2017 at SRKIT Engineering College - Vijayawada

We are happy to inform you that the following candidates are short listed as a Freelancer/ Trainee Application Engineer position in our research division.

S.NO	Name of the candidate	Name of the College	Branch
1	Greeshma Reddy .K	VITW	ECE
2	SNVS Ravindra Ruthvik .B .	SRKIT '	ECE
3	Shanmuka Naga Sai.Ch	SRKIT ·	ECE
4	Ruksar.Akhtar	SRKIT	ECE
(5)	Bhagya Sri.K	SRKIT.	ECE -
6	SriBabu.N	SRKIT.	ECE
7	Phani Krishna.S	SRKIT	ECE
8	Veera Madhuri.N	SRKIT	ECE
9	Hyndavi.T	SRKIT	ECE
10	Rajasree	SRKIT	ECE

Further proceedings forward shortly

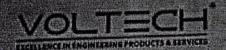
Warm Regards

Recruitment wing EeSTS _ PUNE

Cc: Director - Training & Placements - SRKR Engineering College Vijayawada Junulang

Director [Technical] EeSTS - Visakhapatnam Admin office Research-Hub - Visakhapatnam Accounts officer Recruitment wing - EeSTS- PUNE

PRINCIPAL



VOLUCED RESIDERATIONS

agnitudia 2567748 skelech (2247840 homoup com www.voltachgroup.com 33AACCVITOBATZK U28498YN2005PTC055691

Date: 16-12-2020

Ref: VEPL/HR/2020-21/APP/E4867

Mr. Kunkulagunta Harshith Sanghameswar, 5/o Mr.K.Vijayakoleswera Itao, No. 32-26-110/1/14, Swapps Apartments, Maruthinagar, Backside of Sri Chaitanya Techno School, Vijayawada, Krishna, Andhra Pradesh - 520004.

Sub: Appointment Letter

Dear Mr. Kunkulagunta Harshith Sanghameswar,

We are pleased to appoint you in the position of "Graduate Trainee Engineer" under the following terms and conditions.

- 1. EFFECTIVE DATE OF APPOINTMENT: 16-12-2020
- 2. EMPLOYEE NUMBER: E4867 & Work Level : WL5 B
- 3. SALARY & ALLOWANCE: You shall be entitled to an annual CTC of Rs. 210756/- (Two Lakh Ten Thousands Seven Hundred and Fifty Six Rupces Only) Payable per annum as per Annexure.
- 4. PROBATION: You will be on probation for a period of One Year. Your Confirmation will be subjected to satisfactory performance during the probation period.
- 5. FULL TIME EMPLOYMENT: This is a full time employment, and therefore you shall devote full time to the work of the company and will not undertake any direct / indirect business or work, honorary or remuneratory, except with prior written permission of the management, in each case.
- 6. TRANSFER : You will be liable to be transferred from one department to another, one section to another, one branch to another, one establishment to another or to any of its associate companies. in India or abroad, either existing today or to be started at any time subsequent to your employment.
- 7. DOCUMENTS: Your appointment is valid subjected to submission of these documents on the joining date.
 - Latest Degree Certificate and Police Verification Certificate (Original).
 - · Photocopies of your ID / Address Proofs, All Educational Certificates.
 - " Three passport size Photographs, One Family photo (visiting card size).

DUMESTIC BRANCHES

BANGALORE

Namer Price, 3rd Ecor. No T4, Modhaveraya Mudallat Road, Frazer Town, Bangatore - 500005, Ph;080-25496100, Fax: 080-25496100 Email: bangatore@yottednorsupor. Fron No-807 (Could Ha), Ph. No. 8074 - 254898, Email: bhubanesiwar@yottechg. Fron No-807 (Could Ha), Ph. No. 8074 - 254898, Email: bhubanesiwar@yottechg. Could floor, House No-15, Kalpanu Path 6th Dys Iane Lettern Nager, Hangator Gluwshall -781038, Ph. +91 8567791986, Email: guwahas@yottechgroup.com

Birn's Blue Bats, H NO: 1-7-168, First floor, Karnala Nager, Near to Round building, ECH, Gross Road, Secundershad – 500 062, Tele Fex: +91-040-27740221 Email: hyderabad (Sylohachgroup com:

Tale Fas. 491-040-27740221 Email: hyderabandyvonednoroup.com.

32:48 6 Chandi physis road. Kusghat Opposite Road: - Seethaia Devi Mandir, Nearer to Windows Math, Kofkata - 700040; Tel.: +91-33-24992302.

Tale Fas. +91-35-2145625; Email: holkalar@voltechgroup.com

Fow Houds, No. 14, Near Printe Mell, Sector - 12, Kharghér, Nerk Mymbal: +10210; Tel.: +91-22-27748777; Email: multipalignorisethgroup.com

Fow Houds, No. 14, Near Printe Mell, Sector - 12, Kharghér, Nerk Mymbal: +10210; Tel.: +91-11-25291754; Fax.: +91-11-25291754; Fax.: +91-11-25291754; Fax.: +91-11-25291754; Fax.: +91-71-25291754; Fax.: +91-71-2529175

A/15, Manglam Manglam Tenement, Near Aktes Gerden, Aktes, Vedodare-390920, Ph.9004596278
No. 36 - 11 - 1, Sharini Nagar, Mugai Rajiuram, Jammichattu Centra, Vunyerada - 520 010, Email , vijeyawada@yotaechgroup.com, Ph.: +91 8662A75350

algeria, Australia, Bahrain, Banglagesh, Brazil, Cambocke, Chile, Egitti France, Germant, Ghara, Indonesia, Bran, Braq, Italt, Japan, Jordan, Kenya, Kumrit, Lads. Malaysia, Bitanskar, Repai, McCeria, Onak, Datar, Russia, Baude, Brassa, Benegal, Bindapore, Bouth Korila, Bpain, Sri Langa, Tanzania, Tharang, Turkey, U.A.E., Lik, USA, UGarda, Yietikan & Zambia.

BHURANESWAR PLAHAMUS HYDERABAD

HOLKAYA BELIMBLAT

NEW DELKI VADOCIARA

VIJAYAWADA International Eleanches

Candidate ID: 2293185 /317940,

)ate of Joining: 06/27/2019,

Joining Location: Bangalore (SEZ premises).

Designation: Analyst,

Dear Bhanu Teja Savanam,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

i.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Bangalore (SEZ premises) office, for joining formalities as per the address mentioned below:

Address

#158-162 (P) & 165 (P) – 170 (P), EPIP Phase II, White field, Bengaluru -560066. https://goo.gl/maps/63guavjsGqz

Page 1 of 22

BRINCIPAL SRK Institute of Technology SRK Institute of Technology SRK Institute of Technology SRK Institute of Technology Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1. Hard copy / email copy of Capgemini offer letter shared with you

Employment Documents:

Current Employment(Immediate Previous)

- a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory)
- 2. b) Payslips for last 3 months
 - c) Form 16
 - d) Salary Account 6 months Bank Statement
 - e) Letter of appointment/Offer letter from employer which captures start date

Previous Employment

Service/Relieving Certificate all employments- Mentioning date of joining, designation and last working day

Education Documents

- a) 10 Marksheet and certificate.
- b) 12th marksheet and Certificate.
 - c) Graduation Marksheets and certificate/Diploma certificate.
 - d) Post-Graduation Marksheets and degree certificate(If applicable)
 - e) Any other relevant certificate

Proof of identity/ Address

- a) PAN Card
- b) AADHAR Card
- c) Passport
- In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs
- 4. i) Voters Id
 - ii) Driving License
 - iii) Ration card
 - iv) Flectricity Bills
 - v) Gas card
- vi) Notarized Self Affidavit
- 5. Passport size photographs(6 nos)
- 6. Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable)
 - a) Form 16/Form 26AS
 - b) Bank statement for 6 months
 - c) Shop License
- 7. Cancelled Cheque of Saving Bank Account having IFSC Code details Mandatory
- 8. Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

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Page 2 of 22

SRK Institute of Technology

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:

Capgemini has a dress code policy and you need to always dress in formal attire.

 If you are driving to office on the first day, please ensure you are there by 8:15 AM IST, and contact security at the main gate for your entry pass.

Best Regards, Team HR

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Page 3 of 22



PROVISIONAL OFFER LETTER

Campus Name: SRK

Date: 06-02-18

Dear Jyostnadevii-s - it

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- · 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd. 45-A, Velachery Main Road Vijayanagaram Chennai, Tamilnadu, PIN 600042

CIN:U72200TN2000PTC045578

TelNo:+91.44.4391.7884

SRK-Institute of February ENIKEPADU, VIJAYAWADA-521 108



KUSALAVA

Date: 02.09.2019

WHOM SO EVER IT MAY CONCERN

This is certify that Mr Pentapati Naga Sailendra S/o S.R.K.Prasad Having Employee code H00390 worked in our organization as Asst Engineer in Production Department & QC From 01-July -2018 to 31-August-2019.

During the above period his/her conducting and performance was found satisfactory.

For Kusalava International Limited

HR - Manager

www.kusalava.com

Kusalava International Ltd (CIN:U34300AP1992PLC014152)

Regd Off:# 1-31, Golla Gudem, Adavinekkalam - 521212, Nuzvid Road, Agiripatli Mandalam, Krishna Dist., AP., India

Phones : +91 (0) 8656 220254 /220281 / 282,
Corp.Office:# 40-2-16, ist Floor, Chukkapallivari Street, Labbipet, Vijayawada-520010, A.P. India, Tel:0866-2471384

email: office@kusalava.com



Letter of Intent for SAP Training, Certification & Placement Program

Location - Hyderabad/Vijayawada

ILTC - 23rd January 2017

Dear Ms. CH. Pratyusha,

Congratulations!!!

We are pleased to inform you that you have been selected to undergo SAP ABAP Training, Certification & Placement program from Atos India Pvt. Ltd. and we welcome you onboard.

Atos SE is a global information technology services company that accelerates progress by uniting people, business and technology. It is the Worldwide Information Technology Partner for the Olympic Games and is quoted on the Paris Euro list Market. Atos operates under the brands Atos, Atos Consulting, Atos World grid, Bull, Canopy, and World line.

Atos is the integrated organization of **Siemens IT Solutions and Services GmBH** and Atos **Origin** and is in global strategic partnership with **Siemens AG.**

Details regarding SAP ABAP Training, Certification & Placement program:

1. Training Schedule:

Module	Training Code	Training Name	Start Date	End Date	No of Days
	LH	Learning Hub	1 year Vali	dity from Sta	rt Date
ABAP -	TAW10	ABAP Workbench Fundamentals	23-Jan-17	3-Feb-17	10
ILTC	TAW12	ABAP Workbench Concepts	6-Feb-17	17-Feb-17	10
		Certification at the end of academy			

SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108

CH.Pratyusha



2. About the Training:

- a. Training will be for 20 working days, Monday to Friday, 9:30 AM to 6:30 PM.
- b. For candidates, training center will be open from 8:00 AM to 9:00 PM on all the weekdays.

3. Certification Exam:

First certification attempt has been waived off by Atos India Pvt. Ltd. Candidates will be prepared well by providing all the necessary support and assistance in order to clear the SAP certification exam by Atos India Pvt. Ltd. Certification results will be declared immediately after the completion of the exam.

4. Educational Loan:

Candidates can avail educational loan facility from AXIS Bank. All the processes of education loan will be managed by AXIS Bank representative on behalf of Atos India Pvt. Ltd. We request all the candidates to submit all the relevant documents to expedite the loan process. Terms and conditions of the educational loan will be as applicable by AXIS Bank.

5. Placement:

- a. Placements will commence immediately after clearing the certification exam. Atos SAP ATC is the Global Resourcing Partner to more than 180+ SAP Consulting/Partner organizations in India and Globally. Joining date will be shared with all the selected candidate once the candidate completes the Graduation. Candidates should be willing to relocate anywhere in India or to other countries.
- SAP ABAP training is intensive and very demanding. It requires utmost dedication and focus by the candidates.
- c. Salary packages range will be between 3.5 Lakhs P.A to 6 Lakhs P.A. (This depends on the HR policies of the respective organization where the candidate is selected).

For Atos India Pvt. Ltd. (SAP ATC, Hyderabad)

PRINCIPAL
SRK Institute of Technology

ENIKEPADU, VIJAYAWADA-521 108

CH.Pratyusha



December16th, 2016

Dear M.soujanya,

This is with reference to your interest to pursue SAP Training at **Atos India Pvt. Ltd., Bangalore** in **SAP ABAP module.** Based on your profile and the discussions we had, we are pleased to inform that you have been found eligible to undergo SAP Training with us & your admission is confirmed.

We at Atos India are partners with SAP SE for SAP Training programs leading to SAP Certification in India. Globally, Atos SE is the Partner of SAP SE for over 30 years now. This relationship has been profound and varied in terms of SAP Product Development, License Sales and SAP Consulting. For the last 18 years, we are the Authorized SAP Training & Certification Partner of SAP India.

Please note the following details of the program of your interest:

Name of the course

: SAP Academy Training

Module Duration

: SAP ABAP : 20 Days

SAP Training fee

: Rs. 396,750

Total SAP Training fee	INR	Rs. 396,750	In favor of	"Atos	India	Pvt.	Ltd."
			payable at Mi				

Note: The total training fee should be paid before the training start date in Advance.

After completion of SAP Training, there will be an online Certification Exam conducted by SAP India at Atos Bangalore premise. Once you successfully clear the SAP certification exam, you will be awarded a Certificate by SAP AG, Germany. The SAP Certificate is valid globally.

Please feel free to contact us for any further information.

For Atos India Pyt-Ltd.

Yours Sincerely,

(SAP Authorized Training Center, Bangalore)

PRINCIPAL



Astral Heights, 3rd Floor,
Near Himalaya Book world, Nagarjuna Circle,
Road No.1, Banjarahills,
Hyderabad - 500034, India.
T:=91-40-66742800/06
atos.net

Letter of Intent for SAP ABAP Training, Certification & Placement Program

Location - Hyderabad/Vijayawada

ILTC - January 2017 & February 2017

Dear Ms. Likhitha Purama,

Congratulations!!!

We are pleased to inform you that you have been found eligible to undergo SAP ABAP Training, Certification & Placement Program delivered by Atos India Pvt. Ltd.

Atos SE is the leader in digital services serving global client base by bringing together people, business & technology. It is Worldwide Information Technology Partner for the Olympic & Paralympic Games and is listed on the Euronext Paris market. Atos operate under the main brands Atos, Atos Consulting, Atos Worldgrid, Bull, Canopy, Unify and Worldline.

Atos SE is the integrated organization of Siemens IT Solutions & Services GmBH and Atos Origin and is in global strategic partnership with Siemens AG.

SAP SE is the world leader in enterprise applications in terms of software and software-related service revenue. Based on market capitalization, it is the world's third largest independent software manufacturer.

SAP ABAP Training, Certification & Placement Program

This program is specially designed to improve the employability of engineering students in the SAP consulting ecosystem. It assimilates 3 essential components:

- 1. Training
- 2. Certification
- 3. Placement Assistance



Astral Heights, 3rd Floor, Near Himalaya Book world, Nagarjuna Circle, Road No. 1, Banjarahills, Hyderabad - 500034, India T:=91-40-66742800/06 atos.net

1. Training:

A. Schedule:

Module	Training Code	Training Name	Start Date	End Date	No of Days
	LH	Learning Hub	1 year Validity from Start Date		
ABAP -	TAW10	ABAP Workbench Fundamentals	30-Jan-17	10-Feb-17	10
ILTC	TAW12	ABAP Workbench Concepts	13-Feb-17	24-Feb-17	10
		Certification at the end of academy			1.20

B. Training Details:

- a. SAP ABAP training is intensive and very demanding. It requires utmost dedication and focus by the candidates.
- b. Training will be for 20 working days, Monday to Friday, 9:30 AM to 6:30 PM.
- c. Training center will be open from 8:00 AM to 9:00 PM on all the weekdays. Candidates are expected to spend maximum time in learning and practicing.

2. Certification

- a. First certification attempt has been waived off by Atos India Pvt. Ltd.
- b. Candidate will be awarded Global Certificate by SAP SE, Germany and it is valid for lifetime & accepted worldwide.
- c. Certification results will be declared immediately after completion of SAP certification exam.

3. Placement Assistance

Atos TSG is the strategic partner to more than 180+ SAP Consulting/Partner organizations in India and Globally.

- a. Atos TSG guarantees 100% placement assistance.
- b. Placement assistance will commence subject to;
 - i. Clearing the certification exam.
 - ii. Completion of Graduation.
- c. Employment may need relocation anywhere in India.



Astral Heights, 3rd Floor, Near Himalaya Book world, Nagarjuna Circle. Road No. 1, Banjarahills, Hyderabad - 500034, India.

T:=91-40-66742800/06

d. Joining date for the selected candidate will be decided by the employer.

e. Salary packages range will be between 3.1 Lakhs P.A to 4.5 Lakhs P.A. (This depends on the HR policies of the respective organization where the candidate is selected).

4. Educational Loan:

As an exclusive service to the candidates, educational loan facility could be availed from AXIS Bank. All the processes of education loan will be managed by AXIS Bank through their appointed representative. Candidates will have to submit all the relevant documents based on which the loan processing could be initiated by AXIS Bank. Terms and conditions of the educational loan will be as applicable as per AXIS Bank's norms.

For Atos India Pyte Ltd. (SAP ATC, Hyderabad)



Astral Heights, 3rd Floor,
Near Himalaya Book world, Nagarjuna Circle,
Road No.1, Banjarahills,
Hyderabad -500034, India.
T:=91-40-66742800/06
atos.net

Letter of Intent for SAP ABAP Training, Certification & Placement Program

Location - Hyderabad/Vijayawada

ILTC - January 2017 & February 2017

Dear Ms. Nelakuditi Shampriya,

Congratulations!!!

We are pleased to inform you that you have been found eligible to undergo SAP ABAP Training, Certification & Placement Program delivered by Atos India Pvt. Ltd.

Atos SE is the leader in digital services serving global client base by bringing together people, business & technology. It is Worldwide Information Technology Partner for the Olympic & Paralympic Games and is listed on the Euronext Paris market. Atos operate under the main brands Atos, Atos Consulting, Atos Worldgrid, Bull, Canopy, Unify and Worldline.

Atos SE is the integrated organization of Siemens IT Solutions & Services GmBH and Atos Origin and is in global strategic partnership with Siemens AG.

SAP SE is the world leader in enterprise applications in terms of software and software-related service revenue. Based on market capitalization, it is the world's third largest independent software manufacturer.

SAP ABAP Training, Certification & Placement Program

This program is specially designed to improve the employability of engineering students in the SAP consulting ecosystem. It assimilates 3 essential components:

- 1. Training
- 2. Certification
- 3. Placement Assistance



Astral Heights, 3^{rc} Floor, Near Himalaya Book world, Nagarjuna Circle, Road No. 1, Banjarahills, Hyderabad - 500034, India. T: = 91 - 40 - 66742800/06

1. Training:

A. Schedule:

Module	Training Code	Training Name	Start Date	End Date	No of Days
	LH	Learning Hub	1 year Validity from Start Date		
ABAP -	TAW10	ABAP Workbench Fundamentals	30-Jan-17	10-Feb-17	10
ILTC	TAW12	ABAP Workbench Concepts	13-Feb-17	24-Feb-17	10
		Certification at the end of academy			

B. Training Details:

- a. SAP ABAP training is intensive and very demanding. It requires utmost dedication and focus by the candidates.
- b. Training will be for 20 working days, Monday to Friday, 9:30 AM to 6:30 PM.
- c. Training center will be open from 8:00 AM to 9:00 PM on all the weekdays. Candidates are expected to spend maximum time in learning and practicing.

2. Certification

- a. First certification attempt has been waived off by Atos India Pvt. Ltd.
- b. Candidate will be awarded Global Certificate by SAP SE, Germany and it is valid for lifetime & accepted worldwide.
- c. Certification results will be declared immediately after completion of SAP certification exam.

3. Placement Assistance

Atos TSG is the strategic partner to more than 180+ SAP Consulting/Partner organizations in India and Globally.

- a. Atos TSG guarantees 100% placement assistance.
- b. Placement assistance will commence subject to;
 - i. Clearing the certification exam.
 - ii. Completion of Graduation.
- c. Employment may need relocation anywhere in India.



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d. Joining date for the selected candidate will be decided by the employer.

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e. Salary packages range will be between 3.1 Lakhs P.A to 4.5 Lakhs P.A. (This depends on the HR policies of the respective organization where the candidate is selected).

4. Educational Loan:

As an exclusive service to the candidates, educational loan facility could be availed from AXIS Bank. All the processes of education loan will be managed by AXIS Bank through their appointed representative. Candidates will have to submit all the relevant documents based on which the loan processing could be initiated by AXIS Bank. Terms and conditions of the educational loan will be as applicable as per AXIS Bank's norms.

For Atos India Pvt Ltd. (SAP ATC, Hyderabad)

PRINCIPAL

Candidate ID: 1173225 /103313,

Date of Joining: 12/01/2017,

Joining Location: Mumbai,

Designation: Senior Analyst

Dear Uha Sri Kona,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities

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SRK Institute of Technology
ENIKEPADU, VIJAYAWADA-521 108

- 8. Bank account opening formalities
- 9. Meeting the buddy

Please report by 9:00 am at Mumbai office, for joining formalities as per the address mentioned below:

Address

Capgemini Technology Services India Limited. Plant 2, C Wing 2nd floor, Godrej IT Park,

Godrej & Boyce Compound, LBS Marg, Vikhroli West, Mumbai - 400 079

Telephone: +91 22 6755 7000, Fax: 91 22 6755 7100, http://goo.gl/maps/e4P5f

Please ca	arry a complete set of original and photocopied documents (2 sets) as specified below.
1. Har	rd copy / email copy of Capgemini offer letter shared with you
2. Em	ployment Documents:
	profitment 2 occurrence.
Cui	rrent Employment(Immediate Previous)
<u>Out</u>	ment Employment immediate rievious)
a)	Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance
	esignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation
(me	entioning of last working day from the HR is mandatory)
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	PRINCIPAL
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- b) Payslips for last 3 months
- c) Form 16
- d) Salary Account 6 months Bank Statement
- e) Letter of appointment/Offer letter from employer which captures start date

Previous Employment

Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day

3 Education Documents

- a) 10 Marksheet and certificate
- b) 12th marksheet and Certificate
- c) Graduation Marksheets and certificate/Diploma certificate
- d) Post-Graduation Marksheets and degree certificate(If applicable)
- e) Any other relevant certificate
- 4. Proof of identity/ Address
 - a) PAN Card
 - b) AADHAR Card
 - c) Passport

In case any of the proof of Identity/Address mentioned above not available then any **TWO** of the below proofs

- i. Voters Id
- ii. Driving License
- iii. Ration card
- iv. Electricity Bills
- v. Gas card

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- vi. Notarized Self Affidavit
- 5. Passport size photographs(6 nos)
- 6. Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable)
 - a) Form 16/Form 26AS
 - b) Bank statement for 6 months
 - c) Shop License
- 7. Cancelled Cheque of Saving Bank Account having IFSC Code details Mandatory
- Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:

- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:45AM, and contact security at the main gate for your entry pass.

Best Regards,

Team HR

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EMPLOYMENT OFFER LETTER

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Capgemini Ref.: 1173225 /103313 11/16/2017 Uha Sri Kona, Do no:2-28-2, Vasistha Maharshi veedhi, Sri Sai Bhavya Residency, Ramavarappadu, , Vijayawada-521108, Vijayawada ,Maharashtra , India Confidential Dear Uha Sri Kona, Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 12/01/2017 (or such other date as may be communicated to you by the Company), as per details given below. A) Your current designation will be Senior Analyst /A5 B) You will be required to work at the Company's offices in location Mumbai C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 340009.0 /- (Rupees

Three Lakh Forty Thousand and Nine only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears.

The breakup of your all-inclusive annual target compensation is as follows:

The Company shall deduct tax at source at the time of making payment.

Page / or 3/

Uha Sri Kona

Senior Analyst

Total Cost to Company (CTC).

Rs.340009.0

Monthly Components	Per Month	Annualized	
Basic	Rs. 9720.0	Rs. 116640.0	
House Rent Allowance	Rs. 4860.0	Rs. 58320.0	
Conveyance Allowance	Rs. 1600.0	Rs. 19200.0	
Other Reimbursements & Allowances#	Rs. 8136.0	Rs. 97632.0	
Personal Allowance	Rs.0.0	Rs. 0.0	
Statutory Bonus		Rs. 1811.0	Rs. 21732.0
Gross monthly salary	Rs. 26127.0	Rs. 313524.0	
Statutory payments ++			
Capgemini's contribution to PF ++	Rs. 1166.0	Rs. 13992.0	
Gratuity (accrual only)		Rs. 5616.0	
Total Fixed Compensation		Rs. 333132.0	
Performance Bonus**			Rs. 0.0

Total Cash Compensation

Rs. 333132.0

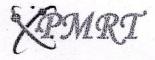
Total Cost to Company		Rs. 340009.0
Capgemini contribution to ESI	Rs.0.0	Rs.0.0
Medical, Accident & Life Insurance Premium	Rs.573.0	Rs. 6877. 0
Benefits		

You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements. Balance amount that is not claimed will be paid as taxable on monthly basis after withholding taxes. For details on claiming these instruments please check the Other Allowance and Reimbursements FAQ and Claim Forms.

Other Allowance & Reimbursements	Annualized	
Telephone	19800.0	
LTA	60000.0	
Medical	15000.0	
Meal Coupons	24000.0	

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REF No. # Rec2017-18/GPS/Campus/SRK_AP/Civil/20170323_001

Letter of Offer

Date: 23rd March 2017

Dear M. V. V. Subba Rao,

With reference to our campus interview dated 23rd March 2017 at your College **SRK Institute Of Technology, Vijaywada (AP),** the management is pleased to inform you that you are selected as Site Engineer (Survey) for one of our survey projects on the following terms & conditions.

Joining Date: The date of joining will be 10th July 2017 (Monday). You will be intimated 2 week prior about joining location & joining formalities from the company.

Training & Probation Period: You will be on training cum probation period for six months. You will be confirmed upon successful completion of probation period, and you will be given appropriate increment based on your satisfactory performance during your training period.

Salary: You will be getting a stipend of Rs.10,000/- during the training period of six months. Stipend amount per month is consolidated figure meaning inclusive of all. You will not get anything extra during the training period.

Targets: Initially a work target of 150 POIs per day will be assigned to you to achieve the above said salary, depend upon project assigned to you. Shortfall of achieving the given work target will lead to deduction in monthly salary. The above target can be change by management depending upon site condition and you need to abide by the given targets.

Joining Formalities:

You will be submitting following documents at the time of your joining without fail.

- 1. Certificate of Qualifications,
- 2. Date of Birth
- 3. Photo Id proof & Address Proof
- Two Passport size color photographs

We look forward a long term & sustainable association with you.

For PHY Market Research & Technologies Pvt. Ltd. (PMRT)

Ambuj Srivastava

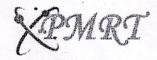
Head - Talent Acquisition& Operations Email: ambuj@phyresearchtech.com

PRINCIPAL

PHY Market Research & Technologies Pvt. Ltd. PMRT tute of Technology

M-92, 3rd Floor, OLOF Palme Marg, Near Capital Court, Munirka, New Delhi -17

www.phyresearchtech.com



REF No. # Rec2017-18/GPS/Campus/SRK_AP/Civil/20170323_009

Letter of Offer

Date: 23rd March 2017

Dear Ms. P L K SOWJANYA,

With reference to our campus interview dated 23rd March 2017 at your College **SRK Institute Of Technology, Vijaywada (AP),** the management is pleased to inform you that you are selected as Site Engineer (Survey) for one of our survey projects on the following terms & conditions.

Joining Date: The date of joining will be 10th July 2017 (Monday). You will be intimated 2 week prior about joining location & joining formalities from the company.

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- 4. Two Passport size color photographs

We look forward a long term & sustainable association with you.

For PHY Market Research & Technologies Pvt. Ltd. (PMRT)

Ambui Srivastava

Head - Talent Acquisition& Operations Email: ambuj@phyresearchtech.com

PHY Market Research & Technologies Pvt. Ltd. (PMRT)

M-92, 3rd Floor, OLOF Palme Marg, Near Capital Court, Munirka, New Delhi -17

www.phyresearchtech.com

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27th-April-2017

P. Venkata Rao

SRK Institute of Technology ayawada Andhra Pradesh

Dear Mr./Mz. P. Venkata Rao

With reference to your application and subsequent interview with us, we are pleased to appoint you as -Site Engineer Civil (Punjab Process) Designation in our organization on the following terms and conditions.

Date of Joining: The above mentioned Candidate will join us in Aug 2017. (Exact Date of Joining will be emailed.)

Salary: Your Annual Total Employment Cost to the company would be 3 lacs /annum

Place/Transfer: Your present place of work will be at Site Office Punjab, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

Probation/Confirmation: You will be on a Probation period for the one month. Based on your performance your services will be confirmed with the company in written after one month.

ing the probation period your services can be terminated with three days notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on 90 days notice on either side.

Absence for a continuous period of three days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

Devdhara Constructions | Vpo Katrain Distt Kullu Himachal Pradesh | hr@devdharaconstructions.com

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Institute of Banking Personnel Selection

Online Main Examination for Recruitment in Clerical Cadre in Participating Organisations- (CRP- Clerks-VIII) Vacancies for 2019-20

Name of the candidate	BADIJANA PUJITHA
Roll No.	1881021548
Registration No.	1690699173
Category	OBC
State / UT applied for	KARNATAKA
Details of TWS Score Obtained in Online Main Examination	53.75 (out of 100)

We are glad to inform you that based on your performance in the Online Main Examination, the order of preferences registered by you, vacancies furnished by Participating Organisations for 2019-20, spirit of Govt. guidelines, administrative exigency etc. you have been provisionally allotted against vacancies in UNRESERVED category in CANARA BANK.

Details of CRP (Online Main Examination) Scores

	General/ Financial Awareness	General English	Reasoning Ability & Computer Aptitude	Quantitative Aptitude	Total Weighted Score (out of 200)
Maximum Score	50	40	60	50	200
Cutoff Score for OBC	6.50	9.25	14.50	12.75	
Obtained Score	27.75	22.50	36.00	21.25	107.50

Total Weighted Score = Score obtained in General/ Financial Awareness + General English + Reasoning Ability & Computer Aptitude + Quantitative Aptitude

For details on Process of Arriving at Scores, please refer to authorised IBPS website www.ibps.in

Please refer notification dated 01.04.2019 displayed on IBPS Website.

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Please note:

- The provisional allotment is subject to your fulfilling the eligibility criteria for 1. Participating Organisations and further scrutiny of relevant documents in support of your eligibility and identity (identity verification) to the satisfaction of CANARA BANK. This does not constitute an offer of employment.
- In case it is detected at any stage that, you do not satisfy the eligibility criteria at 2. any stage of the recruitment process your candidature/ chance in the process shall stand forfeited.
- If you do not avail the provisional allotment to/ offer/ appointment from the 3. Participating Organisation named above your candidature/ chance in the process shall stand forfeited.
- Offer of appointment including terms and conditions, formalities for verification, 4. joining etc. will be issued by the above mentioned Participating Organisation in due course. Decision of Participating organisations shall be final and binding.

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14X46 A0403



Tech Mahindra Limited Sharda Centre, Off Karve Road, Erandwane, Pune-411 004, Incia Tel.: +91-20-6601 8100 Fax: +91-20-2542 4466

Offer Letter

REF: PJR: 2161/CS 13 - Applicant ID: 195745

25.01.2018 Kodali Sai Kiran, D.NO.3-176, Masid Road, Kanuru, Vijayawada, Pin:520007.

Mr, Sai Kiran

- 01. We refer to the discussion you had with us and have pleasure in offering you the role of "Software Developer" at Grade TG1 in the permanent rolls of our organization at Pune with effect from the date of your reporting for duties on the terms and conditions as specified in this letter.
- Effective the date of your reporting for duties, you will be eligible for salary, allowances and other 02. benefits as detailed in Annexure 1 of this offer.
- Your attention is specifically drawn to the points listen herein below, regarding your emoluments, etc.: 03.
- Salary reviews and re-fitments will always be subject to the schedules as may be implemented by the a) Company from time to time. During the 1st year of joining the Company, your performance review and any compensation charge as applicable, will be done only after completion of at least one year tenure in the organization. Thereafter, your subsequent performance review will be aligned to the annual appraisal cycle of the Company.
- For purpose of contribution to provident fund, Gratuity, Superannuation Fund, if any, encashment of b) leave, notice pay, etc. computations will be on the basis of basic pay.
- c) Please note that the salary structure of the Company may be altered/ modified at any time without prior notice and your package of remuneration and other terms may accordingly be altered / modified from time to time. Further, salary, allowance and all other payments/benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- Your remuneration package is strictly confidential between you and the Company and should not be d) discussed with any one nor divulged to anyone in any manner whatsoever.
- You will be on a probation of 3 months from the date of joining the Company during which you will 04. a) be provided initial training. Continuance of your service of the permanent rolls of the company is subject to your successful completion of the curricular requirement of the training. In case your performance is not found satisfactory, during the training period. Your services will be terminated with immediate effect.
 - b) You are required to sign a service bound with our organization. As per the bond you will be required to serve the Company for a period of 2 years from the date of your joining, failing which you will need to pay a sum of Rs. 1,00,000/- (Rupees one lakh only) towards damages to the company. This document needs to be attested by one surety from your side. 10/walled

Registered Office: Gateway Building, Apollo Bunder, Mumbai - 4000



Tech Mahindra Limited Sharda Centre, Off Karve Road, Erandwane, Pune-411 004, India Tel: +91-20-6601 8100 Fax: +91-20-2542 4466

-:2:-

- You are entitled for a one-time settlement allowances not exceeding Rs. 15,000/- towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation (if not posted at home town) at the place of initial training and subsequent posting subject to production of relevant receipts/ lease agreement. The company shall recover the resettlement allowance in case of cessation of service within 1 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only based on the travel policy of the company.
- d) In the event of termination of services by either party, the applicable notice period will be Two months.
- e) Employment with the Company can be terminated by either party by serving prior written notice on the other in terms of the notice period stipulated in the agreement. The company is also entitled to either waive the notice period in part or in full at its sole discretion to require payment of equivalent base salary in lieu of the unserved notice period. The Company further reserves the right to terminate with sooner effect by tendering equivalent base salary in lieu of the notice period.
- f) In the event of your serving on the company a notice of termination of employment by submitting a resignation letter, your release will be governed by the General Terms and Conditions of Employment in force at that point in time, subject to the satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the relevant parties. The details of this Policy are available on our HR website.
- 05. The company reserves the right to carry out reference verifications or background checks prior to your joining the company or during the course of your employment with us. Such background checks and reference verifications, amongst others, would include past employment and salary (this will include your immediate employer prior to joining us), criminal records, countries resided in or worked in etc. The company reserves the right to carry out banned/illegal drugs/ narcotics substance screening tests on you at any point of time during your tenure. Your understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/ narcotics substance screening tests and verifications are carried out by the company or a third party agency engaged by the company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is misstated or is unstated or documents submitted by you are not correct or banned/ illegal drugs/ narcotics substance screening test results are positive, the company shall, at its sole discretion be entitled to forthwith terminate and/or revoke your appointment with the company, without further reference in the matter. In addition to the company's right to carry out the above verifications, you shall fill in and sign the Criminal Disclosure Declaration, in the attached form. In the event you have been accused, charged and or convicted for any criminal offence, at anytime whether prior or subsequent to your joining the company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence your joining shall be subject to specific written confirmation from the Company. The company at it sole discretion reserves the right to terminate your employment or take appropriate disciplinary action against you or revoke this offer letter. In the event of suppression of any facts, the Company shall be entitled to take such other action at any time as it may deem fit.

Registered Office: Gateway Building, Apollo Bunder, Mumbai – 400 001, INDIA

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Tech Mahindra Limited Sharda Centre, Off Karva Road, Erandwane, Pune-411 004, Incla Tel: +91-20-6601 8100 Fax: +91-20-2542 4466

-:3:-

- During your employment with the Company, you will, at all times, observe secrecy in respect of any technical, trade or business data, customers' names/ business details or any other information that might come to your acknowledge or possession, which according to the Company are necessarily confidential and form valuable property of the Company. You shall not disclose nor cause the disclosure of any such data in any manner whatsoever. You will also be responsible for protection and furtherance of the company's best interests at all times, including after you cease to be on the company's rolls. In addition, in the event of your leaving the company's services, you are expected not to take up employment or enter into any type of business/commercial association with any of the company's client or their associates, for a period of two years from the date of cessation of employment. You have to safeguard tech Mahindra and its customers Intellectual Property Rights and confidential information even after termination of your employment or business relationship with teach Mahindra.
 - b) All software, systems, ideas, concept, designs, documentation or any other material produced by the employee during the period of his/her assignment to Tech Mahindra will either be Intellectual Property of Tech Mahindra or that of its Customers. The employee will not have any rights to such material described as above.
 - During your employment will the company you will comply with the provisions of the Information Security policies and Procedures of Tech Mahindra at all times and which shall extend beyond the normal working hours, whether inside or outside the office premises. You will also classify & manage all data under your control & ownership as per company's policies. Non- confirmation with the information security policies & procedures, copying software & other proprietary material in use or stored at Tech Mahindra & non-compliance with various legal & contractual requirements pertaining to protection of personal data will be viewed very seriously and will attract strict disciplinary action as per the disciplinary procedures of Tech Mahindra.
 - O7. You will be liable to be posted at any of your other officers, Project locations Divisions, Departments, etc. anywhere in India or abroad, including officers/ centers of the Co-situated in any of the SEZ locations in the country. You are also liable to be deputed to any organization at anytime, anywhere in India or abroad depending upon the requirement of the organization. Please note that such postings/ transferability is an important ingredient of the terms and conditions of your employment with the company. In the event of such a posting/ transfer/ deputation, details of the terms and conditions including modifications, if any, in you emoluments, etc. will be communicated to you at an appropriate time. In addition to the specific stipulations as may be applicable to you from time to time depending on your assignment/ locations, you will continue to be governed by the terms and conditions of your employment in India at all times, unless specified otherwise in writing. In addition, in the event of you being posted overseas, you will be required to sign appropriate documents such as Service Agreements and fulfill the requirements specified therein and also adhere to the stipulations of the overseas deputation policies in force from time to time.
 - Your employee will be subject to your being found medically fit by our Medical Authority and hence you are required to undergo a pre-employment medical examination without fail. After joining the Company's rolls, your retention in Company's services will be subject to your maintaining yourself in a state of medical fitness to be certified by the Company' Medical Authority as per medical fitness standard laid down from time to time.

Registered Office: Gateway Building, Apollo Bunder, Mumbai - 400 001, INDIA

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ENIKEPADU, VIJAYAWADA-521 108



Tech Mahindra Limited Sharda Centre, Off Karve Boad, Erandwane, Pune-411 C04, India Tel.: 491-20-6601 8100 Fax: +91-20-2542 4466

-:4:-

- You are required by the Company rules not to undertake any employment or enter into any other type 09. of association, even on part-time basis whether for any consideration or not. Contravention of this will lead to termination of your services from the Company without any notice, with no liability on the part of the Company for payment of any compensation in lieu of such notice. Further, this contravention will be deemed as voluntary termination/ resignation by you of your services without the required notice having been given.
- The working hours applicable to you will be the same as are observed depending upon your place of 10. posting and as amended from time to time. Further, you should be prepared to work on any shift, as may be warranted by the Company's/ Client's work requirements.
- Your normal hours of work are from 0900 hrs to 1730 hrs Monday to Friday inclusive, with a half-11. hour lunch break. This accounts for 40 hours of minimum effective work per week. Depending on project contingencies, working hours for specific employees or groups of employees may be modified/ altered from time to time.
- Employees may be required to work in shifts or on holidays and weekends depending on the nature of 12. the project. Such employees shall be eligible for allowance as detailed in the Policy on Shift Allowance in India. This allowance be paid through monthly payroll and shall be subject to deduction of Income Tax at source.
- We do not pay overtime to employees for extra hours put in by them for company work: however, 13. employees in certain grades who work late beyond 19:30 hour are reimbursed a fixed amount towards conveyance and refreshment.
- You are entitled to 30 working day's total leave inclusive of casual and sick leave in each leave year, 14. in addition to the public holidays published by the Company, to be taken at such time as agreed with the Company. The leave year runs from 1st April to 31st March and leave can be carried forward from one leave year. Leave will accrue monthly at the rate of 2.5 days for each complete month worked. In addition to earned leave, women employees confirmed in the services of the Company shall be entitled to a paid Maternity Leave for a maximum period of twelve weeks, of which not more than six weeks should precede the date of expected delivery. Further information regarding leave entitlement is detailed in the Policy on Paid Leave in India.
- Regular employees in India are paid their monthly salary through bank transfer on the last day of the 15. month for which employees have to open bank account in specified bank/s.
- You will be governed by the Company's rules and regulations (and practices) as enforced from time to 16. time on matters whether specified herein or not, including on matters such as designation, emoluments and the structure thereof, working hours, etc. Company's decisions on all such matters shall be final and binding on you.
- You will be required to report for duties on March 26 2018 (monday) failing which this offer shall 17. stand withdrawn automatically, without any further intimation to you. On the day of joining please report to Ms. Seema Nair, latest by 9:30 AM, at the following address: Tech Mahindra Ltd., Plot No- 01, Rajiv Gandhi Infotech Park, Phase-3, Hinjewadi, Pune Special Economic Zone, Pune-411057, Maharashtra (India).

Registered Office: Gateway Building, Apollo Bunder, Mumbai – 400 001, INDIA SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108.



Tech Mahindra Limited Sharda Centre, Off Karve Road, Erandwane, Pune-411 004, Incla Tel.: +91-20-6601 8100 Fax: +91-20-2542 4466

-:5:-

- You will be required to submit to our H.R. Department, a certain set of documents, etc. (as per the 18. enclosed checklist), on receipt of the Letter of Intent and subsequently at the time of reporting for duties and hence you are advised to come prepared accordingly, without fail. Please not that the Company reserves the right not to accept you into the rolls or after such acceptance, to discharge you from the rolls, in case you do not fulfill the requirements as specified in the checklist, particularly submission of documents in proof of your qualifications, experience, etc.
- You are requested to note that processing of monthly pay will be subject to submission of permanent 19. Account Number (PAN) details to the company. In case you do not have a permanent account number, please initiate the application process for the same immediately and carry the acknowledgement as issued by the Income Tax authorities with you while coming for joining. A copy of the acknowledgement would need to be submitted by you for our records.
- If the terms and conditions offered herein are acceptable to you, please return the acceptance copy 20. (attached) to Mr. Vishal M (Email:-offer@techmahindra.com Phone No- 66018100 Ext. 8591), duly affixing your full signature on the last page and initial on the remaining pages. Please not that the acceptance copy should reach latest by March 26 2018 failing which this offer will stand withdrawn and cancelled automatically, without any further notice to you.

We welcome you to the Tech Mahindra family and wish you a successful career with us.

for Tech Mahindra Ltd.

Col. (Retd.) L K Bhatia

Senior Vice President - Resource Management Group

Encl. : Acceptance Copy

: Checklist

CC : Personal File

The terms and conditions of this offer are fully acceptable to me. I shall report for duties on

Station:

(Signature)

Date:

MOTER ENIKEPADU, VIJAYAWADA-521 1

Registered Office: Gateway Building, Apollo Bunder, Mumbai S 200 not interest Technology



Tech Mahindra Limited Sharda Centre, Off Karve Road, Erandwane, Pune-411 CO4, India Tel.: 491-20-6601 8100 Fax: +91-20-2542 4456

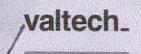
Name : MR.Sai Kiran	
Title : Software Developer	
Role : TG1	
Total cost to Company (TCC) (Per Annum)	
	320,000
Components of Total Cost to Company	Rs. (Per Annum
Basic Pay	104,40
HRA @50% of Basic Pay	52,20
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	9,60
Personal Pay	54,27
LTA (Grade-wise Fixed annual benefit)	23,000
Medical (Grade-wise Fixed annual benefit)	25,00
Employer's contribution to Provident Fund @12% of Basic Pa)	12,52
Special allowance in lieu of variable pay (*)	39,00
Total Cost to Company (TCC) (Per Annum)	
	320,00
Additional Benefits: In addition to the above, you will also be eligible for the below-mentication. Group Term Life Insurance Coverage: You would be covered under the existing scheme of the company applicable to the employees at your respective grades, we Coverage worth Rs. 10 lakhs for the employees in all grades upto TG2/SG2/MG2 the respective nominated beneficiary on the unfortunate death of the employee.	g Group Term Life Insurance which provides Life Insurance and the same is being paid to
coverage worth Rs. 10 lakhs for the employees at your respective grades, we coverage worth Rs. 10 lakhs for the employees in all grades upto TG2/SG2/MG2 the respective nominated beneficiary on the unfortunate death of the employee. Hospitalization Coverage: You would also be enrolled under the existing Medicompany with a cover of Rs. 3 lakhs (floating cover) applicable to self, spouse, 2 the cost of coverage of parents (if opted for) will be borne by you. If enrollment of applicable cover (for self only OR self + spouse +up to 2 children) will be Rs. 2 lakh. Special Allowance in lieu of Variable pay shall be disbursed on a monthly basis. Payment of Bonus: The provisions of payment of Bonus Act, 1965 as amended from time to time are currently you will be eligible for a one time settlement allowance not exceeding Payment.	g Group Term Life Insurance which provides Life Insurance and the same is being paid to cal Insurance Scheme of the children & 2 parents. 50% of parents is not opted for the same is not opted for the same is not opted.
scheme of the company applicable to the employees at your respective grades, we Coverage worth Rs. 10 lakhs for the employees in all grades upto TG2/SG2/MG2 the respective nominated beneficiary on the unfortunate death of the employee. Hospitalization Coverage: You would also be enrolled under the existing Medicompany with a cover of Rs. 3 lakhs (floating cover) applicable to self, spouse, 2 the cost of coverage of parents (if opted for) will be borne by you. If enrollment of applicable cover (for self only OR self + spouse + up to 2 children) will be Rs. 2 lakh. Special Allowance in lieu of Variable pay shall be disbursed on a monthly basis. Payment of Bonus:	g Group Term Life Insurance thich provides Life Insurance and the same is being paid to cal Insurance Scheme of the children & 2 parents. 50% of parents is not opted for the s.

Mulaland Registered Office: Gateway Building, Apollo Bunder, Mumbai – 400 001, INDIA

Senior Vice President - Resource Management Group

SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108.

Date:



Ref. No. VISL-IB/DEL/2017/04

24th April 2017

To.

Mr. Bhanu Manoj Bade, No.3-167, Post & Mondal- Koduru, District-Vijayawada, Andhra Pradesh, PIN-521328

Dear Bhanu Manoj Bade,

We are pleased to inform you that you have been selected for the position of "Trainee" and would like to formally welcome you to join the growing family of Valtech India Systems Private Ltd (hereinafter referred to

Your Traineeship will be on a contract basis for a 03 (three) months period from, 25th April 2017 to 24th July 2017. During this period, you will be eligible to receive a consolidated stipend of Rs.15,250/- (Rupees Fifteen Thousand Two Hundred And Fifty only) per month. At the end of your training period, i.e. on 24th July 2017, your performance will be reviewed for confirmation/termination of contract. Alternatively, the Company reserves the right to extend your training period, if it deems that the same is necessary, based on observing your performance during the initial training period. This decision would be solely based on the Company's discretion.

This contract is terminable by either party by giving 15 days prior notice in writing. Either party is not bound to give any reason thereof.

The Company reserves the right to pay or recover monies equivalent to the above mentioned stipend amount (on prorated basis), in lieu of notice period or to relieve you before the expiry of the notice period.

During your Trainee Period and upon joining the Company on full time Employment (if applicable), the Company reserves the right to send you for Technical Training within or outside India.

On successful completion of your training, you would be informed of the same in writing and thereafter, an offer / appointment letter would be issued to you regularizing your services. You would be designated as Associate Software Engineer and your total Annual Cost To Company (CTC) will be Rs.3,08,741/- (Rupees Three Lakhs Eight Thousand Seven Hundred And Forty One only) per annum, at our organization.

Please note, in view of the Company incurring substantial expenditure towards your training, and making substantial investments towards enhancing your professional proficiency, you shall have to execute certain agreement(s) /documentation(s) pertaining to certain Minimum Mandatory Employment Tenure for a stipulated period. In your case, the minimum mandatory tenure required would be two years from the date of you joining the Company as a Trainee. In case of breach of this provision, you agree to pay the Company a sum or Rs.1,50,000/- (Rupees One Lakh Fifty Thousand only), i.e. in case you leave the Company before the expiry of the above-mentioned two-year tenure.

Q Valtech India Systems Pvt. Ltd.

Maas Unique-30/A, 1st Main Road Industrial Suburb 3rd Phase LP, Nagar, Bangalore - 560 078 India

Tel: +91 80 2607 9999+Fax: +91 80 2607 9900-Email: info@valtech.co.in

CIN: U72200KA2000PTC026220

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SRK Institute of Technology valtech roun www.valtech.com ENIKEPADU, VIJAYAWADA-521 108



In the event of any breach in the terms and conditions stated herein and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

You are required to report for duty at our Bangalore office. The address and contact number is as follows:

Address: Val

Valtech India Systems Private Ltd # 30/A, 1st Main Road, Industrial Suburb, 03rd Phase, JP Nagar, Bangalore, PIN: 560068

Ph: 080 - 2607 9999

Kindly return the duplicate copy of the offer letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,

for Valtech India Systems Private Ltd

Ramachandra Kodi

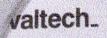
Head - Human Relations

B Bhanu Mare)

Refital Soft

SRK Institute of Technology

ENIKEPADU, WJAYAWADA-521 108



SERVICE CONDITIONS

Your appointment is subject to the following additional terms and conditions:

- 1. Valtech India Systems Pvt. Ltd, reserves the right to re-designate you and allocate suitable responsibilities from time to time. The Company is not bound to give any reason thereof.
- 2. Your services are liable to be transferred in such capacity as the Company may from time to time determine or to any other location, department, establishment or Associate Company or Group Company. In such case, you will be governed by the terms and conditions of service as applicable to the new assignment. Such transfer could be to any location in India or any other country.
- 3. Company reserves the right to send you for training within or outside India, and in such event when you travel abroad for transition/knowledge/process transfer, you shall have to execute certain agreement (s) //documentation(s) as the Company may require from you. In view of the fact that the Company shall be making arrangements and making considerable expenditure for making specialized training available, the Company shall insist that the said agreement(s)//documentation(s) be executed.
- 4. During your engagement with the Company, you will be governed by the Policies, Service Rules, and Regulations of the Company.
- 5. You are expected to perform your duties effectively to ensure required results and you will be expected to work extra hours to achieve this whenever the job so requires.
- You may be required to undertake travel on Company work either within India or outside and you will be reimbursed travel expenses as per the Company Policy.
- The Company has evolved a Confidentiality Agreement to protect the rights of the Trainee and also that of the Company while dealing with confidential information, documents, etc. The said Confidentiality Agreement forms part of the Service Conditions applicable to Trainees of your category. You are required to read, to the top of the conditions applicable to Trainees of your category acceptance of the understand and sign the enclosed Confidentiality Agreement in acknowledgement of your acceptance of the conditions therein.
- 8. If you conceive of/invent/discover/improve on any new or advanced or current methods of improving processes/formulae/systems in relation to the operation of the Company or its affiliates or Customers, such developments, discoveries or inventions will be fully communicated to the Company and remain the sole right/property of the Company.
- 9. If any transaction with the Company involves conflict between your personal interest and the interest of the Company in dealings with suppliers, customers, and any other organization or individuals doing or seeking to do business with the Company, you are required to inform the Company in writing about the nature of such conflict of interest so that the Company could protect its right and address the transaction suitably.
- 10. If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case, without prejudice to any other rights the Company may have against you, your services are liable to be terminated without any notice.
- 11. In the event of indiscipline or unsocial behavior or for actions that are detrimental to the Company, without prejudice to other rights the Company may have against you, your services are liable to be terminated without any notice.

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3 of 5

R. Rhanu Mans

SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108

- 12 (a) Upon termination of your engagement with our Company for any reason, irrespective of the nature of termination of your engagement, you agree that you shall not for a period of 24 months from the date of ceasing to be a Trainee, whether on your own account, either personally or by your agent, or on behalf of any other reason, directly or indirectly. Induce, procure or endeavor to induce any person who is an employee, agent, customer or consultant of the Company to leave the service of, or cease to provide service to our Company or solicit the employment of, or directly or indirectly employ, engage or hire as an employee or consultant, any employee of the Company or assist or be instrumental in soliciting any employee of the Company.
- (b) It may be noted that the Company reserves its rights to approach the Court of appropriate jurisdiction to seek injunction, restraint orders or other prohibitory relief against you with a view to restrain you from committing breach of 12(a) above
- 13. You shall (A) maintain confidentiality of all information that you may have access to during the course of your engagement with the Company and (B) abide by the Company Confidentiality agreement
- 14. Your breach or non-compliance of 13 (A) and (B) will be a source of great loss to the Company and the extent of loss is not easy to assess. In this light the Company reserves the right to imitate appropriate legal action. The Trainee agrees to hold harmless the Company, its Directors and employees free from all actions, claims, proceedings, losses, damages, costs & expenses whatsoever however caused, incurred, sustained, from or in connection with this breach. This provision will survive the termination of the engagement for any reason.

Any dispute arising pertaining to these service conditions are subject to the jurisdiction of the Courts in Bangalore.

I, have read, understood and agree to abide by the above-mentioned Service Conditions applicable to Trainees of my category. I hereby voluntarily affix my signature below in confirmation of the acceptance of all the terms and conditions of my engagement with the Company including the above Service Conditions.

Yours truly, for Valtech India Systems Private Ltd.

Ramachandra Kodi Head – Human Relations

Place: Bangalore Date: 25th April 2017 Signature: B. Bhanu Manoj
Name of the Trainee: Bhanu Manoj Bade

Place: Bangalore Date: 25th April 2017

4 of 5



ANNEXURE - A

Documents (Original & Photocopy) to be provided at the time of joining:

itegory	List of documents
Proof of Identity (anyone)	 Photo PAN card Valid Indian Passport Voters Identity Card Driving License Bank pass book with attested customer photograph and signature. Aadhaar Card
Proof of Age (anyone)	Birth Certificate Marks Sheet or passed Certificate - Matriculation
Residential Proof (anyone)	 Valid Indian passport (valid only if the address on passport is same as per the communication address) Latest Telephone Bill not older than 3 months Latest Gas connection bill showing consumption and complete address Latest Electricity Bill (with complete address of the account holder) - not older than 3 months Ration Card Notarised registered rent agreement with latest electricity bill issued to landlord
Education Proof (all Documents are Mandatory)	> 10th Marks Sheet & Certificate > 12th Marks Sheet & Certificate > Highest Degree Marks Sheet & Certificate > Certificates of the any additional course
Employment Proof (If applicable)	For all past employment > Appointment Letters/Offer Letter, > Relieving Letters, > Experience / Service Certificate,
Other Documents (all Documents are Mandatory)	Photographs – 8 Passport Size [White Background] Blood Group Certificate Hardcopy of the Resume

5 of 5

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SRK Institute of Technology
ENIKEPADU, VIJAYAWADA-521 108



ALLONLINE SOFTTECH PVT. LTD.

To, The K.Vamsi Sai Krishna, SRK Institute Of Technology, Enikepadu, Vijayawada,521108. Ref. No. Ad. P. L. 1919

Date 05 02.2016

Dear K.Vamsi Sai Krishna, Congratulation!!!

It gives us immense pleasure that you have been provisionally selected in all the three rounds of interview held between in 26/01/2016 And 27/01/2016.

In order to proceed further, you have to make "DIGITAL/VISUAL PROFILE PRESENTATION, after receiving this "Letter Of Approval" e-mail and submit to "Allonline" for further action, in person at our Bhubaneswar Corporate Office on or before 5th of March 2016.

After necessary formalities, you will be issued with "Letter Of Confirmation" within 60-70 business days with all relevant information like place of posting, financial structure & other benefits.

During this phase you may receive telephone call from our concerned authority.

However, you will be employed/relocated/posted to the client or project location/campus in India-sub-continent/ Middle East or USA/Canada with a financial benefit/remuneration, starting from 15000/- INR & or more per month according to the project or the client's requirement, will be mentioned in the "Letter Of Confirmation" after the consideration.

Failing above terms & condition the "Letter of Approval" will be spontaneously nullified.

For further information please visit " www.allonlinesofttech.in" /www.allonlineteleservices.in

Any quarries feel free to revert. .

With Thanks & Regard

HR Team
Allonline Group

AllOnline Teleservices Pvt. Ltd.

AllOnline Softtech Pvt. Ltd.

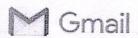
Bhubaneswar, Odisha, India,

Contact no. -0674-6003399/9040031700

SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108. Corporate Off.: KIIT-TBI, Campus-11 KIIT University Bhubaneswar-751024 Odisha, India

CIN: U72200OR2015PTC019618





VenkateswaraRao Kankata <kankata.venkat@gmail.com>

Fwd: Confirmation on Date of Joining with Capgemini for 2nd September 2016

1 message

Kranthi Gollamandala <kranthi.choti@gmail.com>

To: VenkateswaraRao Kankata <kankata.venkat@gmail.com>

Mon, Sep 18, 2017 at 11:37 PM

----- Forwarded message --

From: sowjanya vasa <sowjanyavasa94@gmail.com>

Date: Mon, 18 Sep 2017 at 11:37 PM

Subject: Re: Confirmation on Date of Joining with Capgemini for 2nd September 2016

To: <kranthi.choti@gmail.com>

Offer letter

On 01-Sep-2016 12:12 pm, "K, ANAND" <anand.a.k@capgemini.com> wrote:

Dear candidate.

Greetings from Capgemini Recruitment Team!

As communicated over telephonic conversations please note that your revised Date of Joining with Capgemini is 2nd September 2016.

We are in the process of releasing your Offer Letter and requesting you to please carry a copy of this e-mail for completing the Joining Formalities in case you do not receive the soft copy of your offer letter before joining.

Documents Required (ORIGINAL + 2 Photo Copies each)

- 1. Highest Degree Mark Sheet and Certificate (All semester mark sheet's)
- 2. In absence of Provisional Degree Certificate please carry a copy of the Receipt of request submitted for the PDC.
- 3. 10th & 12th Mark Sheet.
- 4. Pan card Copy Mandatory.
- 5. Driving License/ Passport/ Aadhar Card.
- 6. Passport Size Photographs (4 No's).

SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108.

Your joining formalities will be done in our PSN office, the address is mentioned below; kindly

Gmail - Fwd: Confirmation on Date of Joining with Capgemini for 2nd September 2016

report to the venue by 8:45 am on 2nd September 2016.

Capgemini India Pvt. Ltd.

Crescent 2, Prestige Shantiniketan,

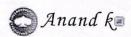
Sadaramanagala Village,

Whitefield Main Road, Bangalore South Taluk,

Bangalore - 560 048.

Please feel free to reach us in case of queries.

Anand K: 9538221123/9538538839



Fresher Hiring | | Talent Acquisition & Resourcing | |

Connect with Capgemini:

ii:DGD ** You

This message contains information that may be privileged or confidential and is the property of the Capgemini Group. It is intended only for the person to whom it is addressed. If you are not the intended recipient, you are not authorized to read, print, retain, copy, disseminate, distribute, or use this message or any part thereof. If you receive this message in error, please notify the sender immediately and delete all copies of this message.

PRINCIPAL SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108.



Quality - We innovate your world.

An ISO 9001:2008 Certified Company

Traitsys Technologies Pvt. Ltd

58, 3rd Floor, GM Arcade, Jyoti Nivas College Road, 5th Block, Koramangala, Bangalore - 560095.

6: 080 - 41717771

Letter of Offer

Date: 19-02-2016

Ref: Feb/TT2533/SE

To,

Dear Ms. Chandana Yaminipriya chandanapriya406@gmail.com

Sub: Offer letter for the position of 'Software Trainee Engineer'.

We are pleased to inform you that you have been selected for employment in our Organization as 'Software Trainee Engineer', you may report to duty on after completion of Engineering (without any backlog).

A detailed Appointment Letter will be issued at the time of joining.

Wish you all the best and welcome to Traitsys Family!

For Traitsys Technologies Private Limited.

Bangalore

Human Resource Manager

PRINCIPAL

SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108.

Email: info@traitsys.com

www.traitsys.com

11

VenkateswaraRao Kankata <kankata.venkat@gmail.com>

Gmail - Fwd: Extension Offer letter

Fri, Nov 17, 2017 at 1:20 PM

Fwd: Extension Offer letter

ravi teja <ravikommukuri.88@gmail.com> To: kankata.venkat@gmail.com

--- Forwarded message ---

From: Ravi Teja Kommukuri <raviteja.k@talentsprint.com>

Date: Fri, Nov 17, 2017 at 1:18 PM

Subject: Fwd: Extension Offer letter

To: Ravi Teja <ravikommukuri.88@gmail.com>

Hi Raviteja,

Please collect your extension offer letter from me on this Saturday, and

We will give you the Full-time offer letter w.e.f 1st Dec'17 onwards and your extension letter was given till 30th Nov17.

Regards

Ramya

Mobile: -9618676222 Thanks&Regards, Ravi Teja.K

PRINCIPAL

SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108



Date 06-August-2016

Ms. Virajitha Mangalagiri D.No: 4-2-17, Anjaneyavagu, Kothapeta 520001 VIJAYAWADA INDIA

Provisional Offer Letter to the "Smart Achievers Program"

Dear Virajitha,

This is further to your application and thereafter the selection process, we are glad to inform you that you have been selected for the "Smart Achievers Program". This program is conducted in association with Manipal Global Education for the "Post Graduate Diploma in Insurance".

- 1. Your admission to the Smart Achievers Program ("Program") will be subject to the following conditions:
- a. You completing the admission formalities as mentioned in Annexure A.
- b. Payment of course fee of Rs 1,25,000 plus applicable taxes of 15% (amounting to Rs. 1,43,750 /Rupees One Lakh Forty Three Thousand Seven Hundred and Fifty rupee only). The same needs to be paid by way of Demand Draft in favour of 'Manipal Global Education Services Private Limited' payable at Bengaluru or through NEFT (details mentioned below) within 7 days from receipt of this letter.

Beneficiary Name: Manipal Global Education Services Private Limited

Bank: HDFC Bank Limited Branch: Airport Road Branch

Bank Address: Golden Towers, Kodihalli, Airport Road, Bangalore - 560 017

Account No: 00750350000084 IFSC CODE: HDFC0000075

Please mention name and Batch number in the NEFT transaction. After transferring fees via NEFT mode, please send the transaction details to hdfclife@manipalglobal.com marking CC to your HR.

- c. You may opt any of the following option to pay the entire fees -
- Pay Rs 1,43,750 as lump sum
- Pay the entire fees via availing loan services as a onetime payment
- Pay three instalments of Rs 74,750, Rs 34,500 and Rs 34,500 (plus 15%service tax) within in a period of 2 months by funding the fees by your own (Total amount Rs 74,750, Rs 34,500 & Rs 34,500 including taxes). *Fees structure attached in the annexure C.
- d. You being a graduate before commencement of the Program;

HDFC STANDARD LIFE INSURANCE COMPANY LIMITED 0 +912267516666 11th 12th 5:13th Floor, Louha Excelus, Apollo Milis Compound

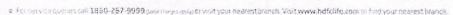
MM Joshi Marg, Mahasasmi, Mumbai-400 011 Regd. Othica: Lodha Exceius. 13th Floor, Apolio Milis Compound, N.M. Joshi Marg.

O+91 22 6751 2333

O 1860-267-9999

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www.hdfclife.com





SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108.







#business# Fw: Provisional Offer Letter to the "Smart Achievers



Program > work/HDFC





Padala Raja Sekhar 8/8/2016

to me v



Padala Raja Sekhar | Deputy Manager HR | Human Resources | HDFC Life

101 & 102, 1st Floor, Opp. SBI Main Branch, Rednam Alcazar, Rednam Gardens, Visakhapatnam, 530 002, Andhra Pradesh Direct: 0891 39832141 Board: 089139831501 Mobile: +91 96423 49996

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--- Forwarded by Padala Raja Sekhar/HR/Vizag/HDFCInsurance on 08/08/2016 11:06 AM ---

Padala Raja Sekhar/HR/Vizag/HDFCInsurance From:

To: viraithapilot@gmail.com, Date: 08/06/2016 02:36 PM

Subject: Provisional Offer Letter to the "Smart Achievers Program

Dear Virajitha,

This is further to your application and thereafter the selection process, we are glad to inform you that you have been selected for the "Smart Achievers Program". This program is conducted in association with Manipal Global Education for the "Post Graduate Diploma in Insurance".

Town Illians

SRK Institute of Technology

Padala Raja Sekhar | Deputy Manager HR | Human Resources | HDFC Life 101 & 102, 1st Floor, Opp. SBI Main Branch

101 & 102, 1st Floor, Opp. SBI Main Branch, Rednam Alcazar, Rednam Gardens, Visakhapatnam, 530 002, Andhra Pradesh Direct: 0891 39832141 Board: 089139831501 Mobile: +91 96423 49996





18×115 2

RAJ GROUPS

TECHNO SOLUTIONS PVT LTD

OFFER LETTER

05/01/2016

Mr. K. SAI KIRAN,

Many Congratulations.

We refer to your application for employment and further to observations of your work, we accept you to be a part of our Organization and we are glad to extend you an offer as "HR FREELANCER".

Training Period : 240 working hours

Date of Training period: 07/01/2016

Note: Leaves and absences will be not counted in training period. In case of any leaves in your training, training period will be extended

Every month you will be received 25000/- worth of work from the organization

Your work and your monthly Cost to the Company will be calculated on **PLVP** (performance level variable pay).

Letter of Contract against the services will be provided after the completion of the Documents submission. Please acknowledge your acceptance.

Looking forward to have an amicable association with you.

PRINCIPAL SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108.

Head off: GF1, Mohan Bag Apartment, Beside of SBI, Opp: Meenakshi Eye Hospital, Dornakal road, Vijayawada-520002. AP, India, Email: hr.rajgroups@gmail.com, web: www.rajgrups.com, What's App: 9701234583, Cont No's: 9701234583, 08666666664, 08666666661, 0866669669, Facebook: RajGroups HR Branches: Krishna Guntur East & West Godavaries

RAJ GROUPS

TECHNO SOLUTIONS PVT LTD

Note:

Documents to be submitted:

- 1. Relieving Letter from all your previous employers (if any)
- 2. Salary slip or salary certificate from most recent employer (if any)
- 3. Experience Certificate from all previous employers (if any)
- 4. Proof of Academic Qualification (UG and above):
- Educational Certificates (copies of SSC, PUC, Graduation and above (if any));
- Identity Proof : (copy of Pan card / Driving license / Voter card / Pass port/ if any);
- Address Proof: (Copy of Ration card / voter card / passport / if any);
- Latest copy of Resume;
- Four Passport size photographs;
- 5. Rs.10000/- cash or cheque (non refundable)

With Regards

OLUTIONS (P) LTD I accept the above offer of employment and agree to the terms and conditions set out in this letter Signed: _

(K. SAI KIRAN)

Mullel Head off: GF1, Mohan Bag Apartment, Beside of SBI, Opp: Meenakshi Eye Hospital, Dornakal road, Vijayawada-520002. AP, India, Email: https://doi.org/10.1007/jnc.com, web: www.raigrups.com, What's App: 9701234583, 086666666664, 08666666661, 08666696669, Facebook: RajGroups HR SRK Institute of Technology Branches: Krishna Guntur East & West Godavaries ENIKEPADU, VIJAYAWADA-521 108.



MICS International Pvt. Ltd.

M's Divyasree NSL Infrastructure Pvt. Ltd., Building No. 6, Sixth Floor, North Block Survey No. 66/1, Raidurgam Village, Serilingampally Mandal, Hyderabad-500 032 Telangana, INDIA. E-mail: info@omicsonline.org, Ph: 040-33432300

CIN: U22122TG2008PTC061143

Date: 08.05.2017

Ref: OMICS/HR/OFFER/FTE/95

Ms. Chilamakurthi Ramya Lakshmi H NO: 13-283 A. Lawyers Street. Patimeeda, Gudiwada, Andhra Pradesh. Ramya.7.lakshmi@gmail.com +91-9989735954

SUB: LETTER OF INTENT

Dear Ms. Chilamakurthi Ramya Lakshmi,

With reference to your application and followed by subsequent interview you had with us, we are happy and keen to welcome you into the fold of OMICS family.

We are pleased to offer you a position as "Trainee Scientific Relations" at Grade £1 and work location will be at our SEZ Office. The regular fixed term employment will be issued to you at the time of joining. You will be required to join us on 08th May 2017.

We reviewed the Industry competitiveness of Compensation packages for such executive and senior roles the relevant Industry benchmarks and thus are pleased to offer a package for a fixed component of INR -2, 28, 144 PA (Rupees Two Lakhs Twenty Eight Thousand One Hundred Forty Four) per annum on a cost to the company basis. (This package is applicable to the statuary deductions as per Indian Tax laws).

Apart from above fixed component, you are eligible as per Company Incentive Policy and Fines applicable as per Deduction Policy.

You should work in OMICS for a minimum period of Eleven Months.

Kindly report to office at OMICS International Pvt. Ltd. M/S Divyasree NSL Infrastructure Pvt. Ltd. Building No. 6, Sixth Floor North Block, Survey No 66/1, Raidurgam Village, Serilingampally Mandal, Hyderabad - 500 032, India, Ph: +91-40-33432300.

We are welcoming you on-board for a successful career with OMICS Family

Please feel free to get in touch with us for any queries.

With Best Regards,

Manager - Human Resources OMICS International Pvt. Ltd.

"We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world premier organization. We assure you of our support for your professional development and growth ".

On verification, at the time of appointment or at a later date it is found that you have furnished wrong RINCIPAL Information, in such cases your services with the company will be liable for termination RK Institute of Technology ENIKEPADU, VIJAYAWADA-621 108

> ch. Ramyalakshni (Signature of the employee)

TERMS AND CONDITIONS OF THE EMPLOYMENT

1. PLACE OF WORK:

Your place of work at present will be at **Hyderabad**. The company may also depute you to any work or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

2. CONTRACT:

You will be on contract initially for a period of **Eleven** months depending on your performance from the date of your joining. The Management reserves the right to extend your period of contract, if necessary. Subject to satisfactory performance and regular performance review, your services shall be confirmed in writing.

3. DUTIES AND FUNCTIONS:

You shall serve the company in the capacity of the job title assigned herein above and shall carry out such duties as the Management may direct from time to time/ You shall perform all such duties and tasks assigned to you in an efficient manner, and if necessary shall complete the assigned task /work in such extra hours required for the completion thereof. Your task list may be subject to such addition/s or review as per Management's discretion and /or such other circumstances.

4. DRESS CODE:

You are required to be dressed in Business Formals on week days and Casuals allowed on Friday and Saturday. Gentleman: Full/Half Sleeved Shirt, Trousers and Leather Shoes (Black/Brown).

Ladies: Salwar Kameez/ Sarees/Business Suits.

5. SHIFTS:

Company reserves the right to run the shifts, change the shift timings, fix the criteria to attend in shifts within the applicable laws based on its business needs and all its employees are required to abide to the same.

6. PROFESSIONAL ETHICS:

You are required to deal with the Company's money, material and documents with utmost integrity and professional ethics in the due course of your employment or by virtue of your employment in the company. If at any point of time you are found guilty of moral turpitude or dishonesty in dealing with the Company's money, material or documents, or of theft or misappropriation, regardless of the value involved, your services are liable to be terminated with immediate effect, not withstanding other terms and conditions mentioned in the appointment letter.

OMICS International Pvt. Ltd. M/S Divyasree NSL Infrastructure, Building No. 6, Sixth Floor North Block, Survey No 66/1, Raidurgam Village, Serilingampally Mandal, Hyderabad –500 032, India, Ph: +91-40-33432300.

(Signature of the employee

SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108

7. SAFE CUSTODY OF COMPANY MATERIAL:

You will be responsible for the safe keeping and good condition and order of all Company's property entrusted to your care and charge like computers and other equipment, which shall be returned to the company at the time of relieving from the Company. The Company reserves the right to deduct the cost of such articles from your remuneration or take such action as may be deemed proper, in the event of your failure to account for such property or the usage of the property beyond permitted limit etc, to the satisfaction of the Management.

8. CONFIDENTIALITY OF INFORMATION:

You are expected not to divulge any information regarding any proprietary information in terms of data, reports, technology, expertise, research and development activities and business plans to any person other than the reporting authority in the hierarchy. If found guilty company may redeem your certificates till 5 years and/or five years salary followed by legal proceedings. If it is established that such proprietary information is passed on in any manner to anyone (unauthorized person in the premises or outside the company), notwithstanding any other condition in this Appointment Letter, the Company would be free to terminate your services without assigning any reason and without any compensation and would also be free to recover damages from you, if any.

9. CONFIDENTIALITY OF SALARY INFORMATION:

Your salary package is based on, besides your overall experience level in the industry, your educational qualifications and knowledge level assessed at the time of selection, particularly in the relevant skill sets. Therefore, the salary package offered to you is unique and personal only based on your skills and experience. You shall not claim any comparison of the same with the salary package of other employees in the company as the same is not of any relevance to your designation and remuneration.

You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment etc., to any other employee of the Company except to your Respective Branch Head of the Company.

Similarly, when deputed to work / interact at the Client's site, you are expected to maintain full confidentiality regarding your salary package and also not to discuss or disclose the same to any member of the Clients' staff in the interest of maintaining and promoting good business relations with our Clients.

10. OTHER EMPLOYMENT/OCCUPATIONS:

While you render services to the Company, you will not engage directly or indirectly in any other gainful employment or business relationship in any other Companies, without the written consent of the management of the Company. While you render services to the Company, you also will not assist any person or Organization in competing with the Company, in preparing to compete with the Company or in hiring any employees of the Company. Any action to the contrary would render your services liable for termination or followed by prosecution, notwithstanding any other condition in this appointment letter.

OMICS International Pvt. Ltd. M/S Divyasree NSL Infrastructure, Building No. 6, Sixth Floor North Block/JAYAWADA-52 Survey No 66/1, Raidurgam Village, Serilingampally Mandal, Hyderabad –500 032, India, PhE-101-40-33432300.

Ch. Ranyalakshni (Signature of the employee)

11. VERACITY OF INFORMATION PROVIDED:

You have been engaged on the assumption that the particulars furnished by you in your resume and testimonials handed over by you are correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your appointment is liable to be terminated without any notice, notwithstanding any other condition in the appointment letter.

12. TAXATION:

The Company shall withhold the appropriate amount of Income taxes as per Indian laws from the salary and all other perquisites, benefits etc. paid to you. You shall be responsible for filing of your personal returns and comply with other requirements under the Indian tax laws. The Company shall also be entitled to deduct any other sums as may be recoverable from you, from time to time.

13. PERSONAL DETAILS AND REFERENCES:

The company will keep your personal details and employment history on file. It is your responsibility to inform the company in writing of any change in your personal details or to any kind liability including any professional liability or any other factors which are or could be relevant to your employment. Any concealment of facts or misrepresentation discovered by the Company at any point of time during your employment in the Company shall render your services terminable immediately and the Company shall also initiate legal proceedings against you for the breach of the terms of this appointment letter.

14. TERMINATION/RESIGNATION OF EMPLOYMENT:

The company reserves the right to terminate your employment summarily- without any cause upon issuance of one month notice or payment of month salary in lieu of notice, However, in the event of the company has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any breach of this appointment letter or other employment agreement, if any, or the Non disclosure Agreement the Company is entitled to terminate you from employment forthwith upon issuance of termination notice and no payment shall be made in lieu of any short notice.

Where your employment is terminated by reason only of the sale, transfer or amalgamation by the company of the whole or any part of its business, the company shall be under no obligation to pay any compensation for redundancy or for any other reasons. However, if the party acquiring the business or the part being sold, transferred or amalgamated, has offered you continuation of employment on terms of employment no less favorable than agreed under this appointment letter, then the Company may at its discretion treat your service with the company as if it was continuous service with the new employer.

Termination/ Resignation may be initiated you by giving Three months prior notice in writing or Three month's salary in lieu.

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OMICS International Pvt. Ltd. M/S Divyasree NSL Infrastructure, Building No. 6, Sixth Floor North Block, Survey No 66/1, Raidurgam Village, Serilingampally Mandal, Hyderabad –500 032, India, Ph: +91-40-33432300.

Chilanyalakshni (Signature of the employee)

15. SURRENDER OF COMPANY ASSETS AND EXIT FORMALITIES:

You need to surrender all the tangible assets of the Company, including the data and information in soft or hard form which are in your possession by virtue of your employment before separation from the Company. Exit interview would be conducted before full and final settlement of dues and salary.

16. RETIREMENT:

Unless otherwise terminated for above reasons, you shall retire from the Company's services upon attaining 58 years of age as per the Company's records. The Company, however, at its sole discretion, may consider granting an offer for extension of one year each until you attain 60 years of age subject to you being found medically fit by the Doctor appointed by the Company and upon such terms and conditions as the Company may deem fit in the prevailing circumstances. The extension mentioned in this clause is at the sole discretion of the Company and the Company is not obligated to offer any extension.

17. TRAVEL:

Your travel will be as per the travel policy of the company.

18. LEAVE:

You will be governed by the Leave Rules of the Company as applicable and in force from time to time.

19. AMENDMENT OF TERMS OF EMPLOYMENT:

The Company reserves the rig0ht to modify your terms and conditions of employment in the exigencies of the Company's business, and such modified terms and conditions shall apply to you and form a part of your terms and conditions of employment.

20. CONCLUSION:

We hope you find this offer to be satisfactory for joining the Company. We have great hopes of your ability to help us build an even more successful enterprise, while developing an excellent career for yourself.

We look forward to receiving your acceptance and to working with you in the development of the company, and seeking ways for you to secure the necessary stimulation and advancement.

PRINCIPAL SRK Institute of Technology ENIKEPADU, VIJAYAWADA-521 108

OMICS International Pvt. Ltd. M/S Divyasree NSL Infrastructure, Building No. 6, Sixth Floor North Block, Survey No 66/1, Raidurgam Village, Scrilingampally Mandal, Hyderabad -500 032, India, Ph: +91-40-33432300.

Chikamyorlakshiri (Signature of the employee)

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Name of the Applicant	Chilamakurthi Ramya Lakshmi				
Unit Name	Unit - II				
Type of Employment	Fixed Term Employment				
Grade Level	E				
Grade	E1				
Proposed Salary	₹			17,281.00	
Salary Breakup		Monthly	Blo.	Yearly	
Basic Salary	*	6,912.00	1	82,944.00	
House Rent Allowance	₹	-2,765.00	* *	33,180.00	
Conveyance Allowance	7	800.00	***	9,600.00	
Medical Allowance	₹	1,250.00	2	15,000.00	
Special Allowance	*	1,978.00	*	. 23,736,00	
Service Compensation	₹	576.00	*	6,912.00	
Performance Allowance	*	3,000.00		36,000.00	
Gross Salary	₹	17,281.00	1 8	2,07,372.00	
Less Deductions	Monthly		Yearly		
PF (Employee Contribution)	₹	829.00	1 7	9,948.00	
ESI (Employee Contribution)	₹	302.00	*	3,624.00	
Professional Tax	₹	150.00	*	1,800.00	
Total Deductions	7	1,281.00	*	15,372.00	
Net Salary (Gross Salary-Less)	7	16,000.00	*	1,92,000.00	
Add Employer Contributions	Monthly		Yearly		
Provident Fund (Employer	7	910.00	7	10,920.00	
ESI (Employer)	2	\$21.00	1 3	9,852.00	
Cost to Company (Gross+Add)	2	19,012.00	7	2,28,144.00	

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de Ramyalakshai (Signature of the employee)

Audvise Consulting Pvt. Itd.

12th Nov. 2015

Dear YAGATI MOUNIKA.

Congratulations..!!!

You have been selected by Aadvise Consulting Pvt. Ltd. as a HR-Recruiter.

I am Enclosing the copy of our company profile along with terms & conditions for your reference.

We are keenly looking at fostering this into a long-term association with your company and believe that this relationship can be nurtured to a highly satisfying and mutually rewarding one.

Assuring you the best of our services to successfully address to our company's recruitment needs.

Yours Faithfully,

Thanks & Regards

Mrs.Farath Unissa Asst-HR - Manager +91 7207942904

19/3RT, lane.04, Prakash nagar, Street No.05, Prakash Nagar, Begumpet, Hyderabad, Telanagan, INDIA VIJAYAWADA-521 108.

SRK Institute of Technology

Email: farath.hr@caramail.com Website: www.aadviseconsultingllc.com



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Vilayewada 520010
Fhone 10866 - 6612661.
Cell : 91.8123244
Email id ... http://dx.hyakm.gom.
Web : www.laksivaism.som.

4th Jan 2016

Dear AUTHU NAGA DIVYA

On behalf of M/s. Lakshya IT Consulting Pvt.Ltd, (here in after referred to as "the Company") I am very pleased to offer you a position of HR Executive in our organisation.

Your joining date will be January 7th 2016

Your total company (CTC) will be Rs. 180000 (One Lakh Eighteen Thousand)/-per annum. Your salary composition and other details are listed in the employment agreement annexed to this letter. Please indicate your acceptance to the employment agreement by signing and returning it by mail within 24 hours.

I look forward to welcoming you in our organization.

Sincerely,

Ranjeet Kumar. N

Managing Director.

Mululiane

SRK Institute of Technology

Employment Agreement