



# ADITYA ENGINEERING COLLEGE

An Autonomous Institution

Approved by AICTE • Permanently Affiliated to JNTUK • Accredited by NAAC with 'A' Grade  
Recognised by UGC under sections 2(f) and 12(B) of UGC Act, 1956

Aditya Nagar, ADB Road, Surampalem - 533437, Near Kakinada, E.G.Dt., Ph:99498 76662

## 5.2.1 Sample Placement Offer Letters

Academic Year 2021-22

S. No.	Roll Number	Name of the Student	Name of the Employer	Page Number
1	18A91A05E5	Madala Bhavana Rani Patnaik	ADP	1 - 2
2	18A91A0529	Karri Sirish Kumar	Avantix Technologies	3
3	18A91A0438	Ganireddy Rama Devi	Apisero	4 - 6
4	18A91A0579	Kaki Hema Shree	Apps Associates	7
5	18A91A05E3	Kovvuri Venkata Reddy	ATOS Global	8 - 9
6	19A95A0114	Ankam Durgamba	Cadsys	10 - 12
7	19A95A0516	Satish Kumar Geesala	Calsoft	13 - 15
8	18A91A04A4	Pothumudi Prema Nivas	Cape Electric India	16
9	18A91A04C1	Harika Addanki	Capgemini	17 - 19
10	18A91A04J1	Dundi Assein	Coforge	20
11	18A91A1211	Chikka Chandu	Covalense digital	21 - 23
12	18A91A0556	Sonali Sahu	Datafoundry AI	24 - 25
13	18A91A0219	Kadimisetty Prasanna Mahesh	DigitalTrust	26
14	18A91A1201	Sunil Achutha	DXC	27
15	18A91A1249	Lavanya Lahari Rajaratnam	Harman	28 - 29
16	18A91A04D8	Gundu Lakshmi Prasanna	Hexaware	30
17	18A91A05E8	Mallidi Supriya	IBM	31 - 33
18	19A95A0511	Surya Prakash Madada	Infosys	34 - 35
19	18A91A04J4	Punyavathi Gokina	Innvenio Business Solution	36 - 38

S. No.	Roll Number	Name of the Student	Name of the Employer	Page Number
20	18A91A0290	Uppala Naga Sai Ranga Sravanth Kumar	Keka	39
21	19A95A0416	Koppaka Sai Saranya	KPIT	40
22	18A91A1228	Karri Sai Leela	MAERSK	41 - 42
23	18A91A1222	Grandhi Akhil Sai Manoj	MAQ	43
24	18A91A0292	Vattem Ramanjaneyulu	Mindtree	44 - 47
25	18A91A04I9	Dhara Nithin Datta	Mphasis	48 - 49
26	18A91A03D4	Kolluri Venkateswarlu	Mordor Intelligence	50 - 52
27	18A91A04I5	Molleti Raja Mani Kumar	Prolifics	53 - 54
28	18A91A03H2	Akshay Kumar Mahto	QuEST Global	55 - 57
29	18A91A04D0	Chodiseti Swamy Gangadhar	Surya Tech Solutions	58 - 59
30	20A91E0027	L. Rohit Ram Sai	Sutherland	60
31	18A91A1231	Kondaveti Lakshmi Tarunya	Symphony RetailAI	61 - 62
32	18A91A0564	Satya Sai Kalyan Amarthi	TA Digital	63 - 64
33	18A91A0420	Sivaramakrishna Ganesh Jagata	TCS Digital	65 - 66
34	18A91A1224	Jagadala Pawan Kumar	Techigai	67 - 68
35	18A91A05I2	Brijesh Yadav	Teachnook	69 - 71
36	18A91A0206	Boddu Sai	Tech Mahindra	72 - 74
37	18A91A05C9	Gade Harika	ThoughtClan Technologies	75 - 76
38	18A91A0549	Reddi Dora Babu	Trinamix	77 - 78
39	18A91A04E3	Janardhan Jogi	TuringMinds.Ai	79
40	18A91A1213	Vireesha Chinthakula	ValueMomentum	80 - 81
41	18A91A0442	Kavya Penke	TollPlus	82
42	18A91A0492	Meesala Meenakshi	Vistex	83 - 84

S. No.	Roll Number	Name of the Student	Name of the Employer	Page Number
43	19A95A0302	Bhamidipati Suresh	Wabtec	85 - 86
44	18A91A0531	Kota Sree Venkata Karthikeya	Wellsfargo	87 - 90
45	18A91A0504	Annabathula Venkatesh	Wiley-mthree	91 - 93
46	18A91A04K0	Chandanasri Kandi	Wipro	94 - 97
47	18A91A05D8	Kapileswarapu Durga Suresh	Xoriant	98 - 99
48	18A91A05B0	Rama Chandra Rao Chikkala	Zaggle	100 - 101
49	18A91A05F8	Deepthi Muttineni	Zemoso Technologies	102 - 103
50	18A91A05F4	Sri Haritha Motukuri	ZF India	104 - 106

**ADP Private Limited**

ONE West Building, Survey NO. 88/AA and 88/E, Nanakramguda Village,  
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008  
Ph: +91 40 6757 0000  
adp.com

23 November, 2021

**Ms. Bhavana Rani Patnaik**

#28-2-42/1, Patnaik Nivas,  
Jampeta, Uma Ramalingeshwara Temple,  
Rajahmundry 533103.

Dear Bhavana Rani,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP. Please find the offer details below:

**Position:** Member Technical

**Grade:** G2 L1

**Start date:** On or Before 01 July, 2022

**Compensation:** Gross Compensation of **INR 500,008** (Rupees Five Lakhs and Eight Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.

**Probation & Notice Period:** You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy & your employment with the Company is terminable by serving a notice of sixty days on either side. On successful completion of probation period, the notice period would continue to be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

**Place of work:** Your initial place of work will be Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

Vipul Singh  
(Divisional Vice President & Head of HR)



**PRINCIPAL**  
**ADITYA ENGINEERING COLLEGE**  
**SURAMPALEM - 533 437**  
Associate Signature: \_\_\_\_\_

The Square, Survey No. 35, Hissa No.9+10+11+12, Nagar Road, Wadgaonsheri, Pune-411014, Ph: +91 20 6757 5444

CIN: U72200TG2015PTC101168

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**Details of Compensation**

Name : Bhavana Rani Patnaik  
Position : Member Technical  
Grade : G2 L1

A. Base Salary	Monthly (INR)*	Annual (INR)*
• Basic Salary	18,600	223,200
• House Rent Allowance	8,036	96,432
• Flexible Benefits**	3,720	44,640
<b>B. Bonus (20% of Basic Salary Paid Monthly)</b>	3,720	44,640
<b>C. Standard Benefits</b>		
• Provident Fund***	2,232	26,784
• Gratuity	895	10,740
<b>Gross Compensation (A+B+C)</b>	37,203	<b>446,436</b>

Variable Performance Incentive (VPI) <sup>#</sup> (will range from 0% to 175% based on performance)	0%	100%	175%
	0	53,572	93,752
<b>Total CTC (Gross + VPI)<sup>##</sup></b>		<b>500,008</b>	

\* Indian Rupees

\*\* Flexible Benefits include Leave Travel Allowance and Children Education Allowance

\*\*\* PF will be deducted as per the statutory norms

<sup>#</sup> These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

<sup>##</sup> Total CTC is computed at 100% VPI payout

Tax will be applicable as per Tax Slab & Tax Regulations



  
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**SURAMPALAM - 533 437**

Associate Signature: \_\_\_\_\_

**From:** careers global

**Sent:** 18 January 2022 11:11 AM

**To:** 18A91A0529

**Cc:** Hiring India; ask ask; Sundram Senthil; Manager Manager; harikrishna@aditya.ac.in

**Subject:** Letter of Intent(Lol) --- Job Opportunities -- Trainee Software Development Engineer - Band A1

Hello Karri Sirish Kumar,

Congratulations!!

With ref. to your interview with **Advantage Healthcare Group Inc Companies (or) Company (or) Employer** and as we are pleased to offer to you a position in our team as **Trainee Software Development Engineer - Band A1** into our **Information Technology Product Development Team (ITP - Team)** and your **Stipend will be INR 15,000/- PM** and followed by **CTC INR 5.50 LPA.**

Let us know if there are any further changes. You are requested to acknowledge the same by sending your acceptance at the earliest and will be sending you the scheduled reporting time and location of the office address and let us know if you have any difficulty as soon as possible. If you fail to indicate your acceptance within a day from release of this Letter of Intent (Lol) and this offer will be deemed to have been withdrawn and cancelled and we are issuing the offer letter soft copy and a hard copy will be issued on the date of Joining.

Regards,

Global Careers - Recruitment



||USA||UK||INDIA||

(D):+1482-794-5849

(E): [careers.global@advhealthsol.com](mailto:careers.global@advhealthsol.com)

(A): C/O:6th Floor, Omega-C Block, Divyasree Building,  
Hitech City Rd, Kondapur, Telangana 500081



  
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SURAMPALAM - 533 437





**Apisero Global Integration Solutions Pvt Ltd.,**  
**Teerth Technospace,**  
Office No. B-205A, Level – 2,  
Next to Mercedes Benz Showroom,  
Bangalore-Mumbai Highway,  
Baner, Pune – 411 045  
Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

24 Sep 2021

**GANIREDDY RAMA DEVI**

Dear Ganireddy,

With reference to your application, we take pleasure in appointing you as **Software Engineer**, with the following terms and conditions.

### 1. START DATE

Your employment with the Company shall commence on **14 Oct 2021** ("the Start Date") or such earlier date as is agreed between you and the Company.

### 2. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

- A pre-employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
- Verification of documents listed in Appendix 1 of this offer.
- Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
- You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of the government medical check if applicable. Failure to meet these requirements will lead to the withdrawal of your employment offer/termination of your employment.

Whilst every effort will be made to complete the recruitment procedures before the commencement of this Agreement, this may not be possible and the Company may terminate your employment at any time by giving one week's notice (if you have been employed for 1 month or more) or immediately (if you have been employed for less than one month) if either your references or other recruitment procedures are not completed to our satisfaction.

### 3. REMUNERATION

Your commencing gross annual salary will be **5,10,000.00 INR Rupees Five Lakhs Ten Thousand only** inclusive of the allowances and benefits described in **Appendix 2** attached hereto.



  
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**SURAMPALEM - 533 437**



**Apisero Global Integration Solutions Pvt Ltd.,**  
Teerth Technospace,  
Office No. B-205A, Level – 2,  
Next to Mercedes Benz Showroom,  
Bangalore-Mumbai Highway,  
Baner, Pune – 411 045  
Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

Yours Sincerely

DocuSigned by:  
  
4714EE38FBD84D1...


Venkat Mudupu  
Chief Operating Officer

I accept this offer of employment with the Company on the terms and conditions stated above.

Signed:  Date: 9/24/2021  
F49FABB1A513427...

Full Name: Ganireddy Rama Devi



  
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Apisero Global Integration Solutions Pvt Ltd.,  
Teerth Technospace,  
Office No. B-205A, Level – 2,  
Next to Mercedes Benz Showroom,  
Bangalore-Mumbai Highway,  
Baner, Pune – 411 045  
Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

	Appendix-2	
Name	Ganireddy Rama Devi	
Designation	Software Engineer	
Compensation		
	Salary Breakdown	
Components	Monthly (Amount in INR)	Annual (Amount in INR)
Fixed Pay (A)	₹ 42,500.00	₹ 5,10,000.00
Basic Salary	₹ 17,000.00	₹ 2,04,000.00
House Rent Allowance	₹ 6,800.00	₹ 81,600.00
Transport Allowance	₹ 1,600.00	₹ 19,200.00
Flexi Benefits Plan	₹ 8,566.67	₹ 1,02,800.00
PF Employee	₹ 2,040.00	₹ 24,480.00
PF Employer	₹ 2,040.00	₹ 24,480.00
Professional Tax	₹ 200.00	₹ 2,400.00
Special Allowance	₹ 4,253.33	₹ 51,040.00
Cost To Company (A)		₹ 5,10,000.00

**Notes:**

- The fixed pay will be given out monthly
- Flexi-BenefitsPlan comprises Food Card(2,400.00per month), Telephone & Internet (2,000.00per month) and LTA(50,000.00 per annum). You can opt out of the Flexi Benefits plan. In such case, the Flexi Benefits plan amount will be added to Special Allowance.



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4/8/22, 11:35 AM

Mail - AEC CSE Placements - Outlook

Fwd: LETTER OF INTENT : APPS ASSOCIATES!!!

18A91A0579 <18A91A0579@aec.edu.in>

Wed 3/30/2022 6:55 PM

To: Placement Cell <tpo@aec.edu.in>; AEC CSE Placements <cseplacement@aec.edu.in>

Get Outlook for Android

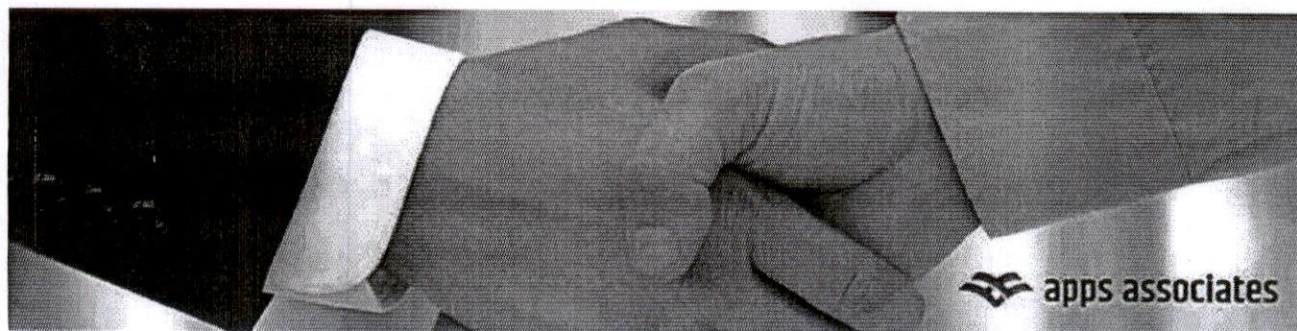
From: Apps Campus Hiring <campus\_hiring@appsassociates.com>

Sent: Tuesday, 14 December 2021, 11:17 pm

To: 18A91A0579 <18A91A0579@aec.edu.in>

Cc: Madan Mohan Bangari <madan.bangari@appsassociates.com>; Varun Pokhariyal <varun.pokhariyal@appsassociates.com>

Subject: LETTER OF INTENT : APPS ASSOCIATES!!!



WELCOME TO APPS ASSOCIATES

LETTER OF INTENT

Dear Kaki Hema Shree,

Congratulations! Welcome to Apps Associates family!

With reference to your application and subsequent discussions, we are pleased to offer the "Letter of Intent" as per details given below:

- You will be designated as Associate Trainee, based at Hyderabad, India. You may be required to work in any of our establishments within India as per organisation requirement from time to time
- Your annual total compensation will be of INR 5,50,000 /- (Five Lakhs Fifty thousand Rupees only) all inclusive. During the first 2years of employment with us, your compensation will be reviewed & increased for every 6 months subject to your performance. Post completion of 2years, you will be aligned to regular yearly appraisal policy
- You will be under the probation period for 1 year with a 2 year Service level Agreement
- The letter of intent is valid subject to your completion of your academic courses with minimum 70% aggregate & above as specified at time of your selection
- Kindly note that this is only the "Letter of Intent" and we will issue a detailed Appointment Letter on the day of joining

Wishing you all the best and looking forward to meet you. For any assistance please reach us @9100017377 / [campus\\_hiring@appsassociates.com](mailto:campus_hiring@appsassociates.com)

Best Regards,

Talent Acquisition Team



EXTREME EXPERTISE

*su*  
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<https://outlook.office.com/mail/deeplink?Print>

1/2



Date : 12-12-2021

**Letter of Intent ("LOI")**

Dear KOVVURI VENKATA REDDY,

With reference to your application and subsequent discussions we had with you. We are pleased to inform that your candidature have been shortlisted for appointment as "Trainee" with Atos Global IT Solutions and Services Private Limited (referred as "Atos or Company").

Subject to completion of election and documentation process, detailed Offer letter will be issued to you, which will contain the following details:

- Date of Joining;
- Joining & Training location;
- Other terms and condition.

The location of your initial reporting, training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination/ Documentation Process.

The date of joining and the location of posting will be based on business requirements.  
Atos solely reserves the right to make any changes to the date of joining and the location of posting.

Upon joining Atos,

1. You are expected to enter into an employment agreement with the Company which shall contain details including the scope, terms and conditions of your employment and various obligations with the Company.
2. You will be on probation for a period as determined by the Company from your date of joining and subject to satisfactory performance your employment will be confirmed at the end of probation or such other extended period as the Company deems fit.
3. You may be required to undergo various training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Atos plans to invest in debut trainings and certifications to impart appropriate skills for the required services. Therefore, all "Trainee" (debut) are required to complete the training period and expected to remain in the service with Atos for a minimum period of 24 months from the date of joining. Failing to which, debut unconditionally needs to pay/reimburse the cost of training to Atos which will extend up to maximum of Rs.75,000/- (Seventy Five Thousand Rupees only).

Your selection and further procedure ahead is subject to your being found medically fit, you completing your academic course with the specified eligibility criteria as informed to you during selection process, and completing all necessary documentations & process pertaining to your education, verification and other employment criteria.



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Atos reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company and documentation process.  
The terms of this letter of intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an Offer of Employment from Atos nor should it in any manner confirm our obligations to make you an offer of employment.

We may, any time revoke this Letter of Intent considering incomplete documentation, failure to fulfil the eligibility criteria, background verification or at our discretion.

We request you to confirm back to us your acceptance of above terms and conditions herein by signing and returning the copy of this letter to Campus recruitment team ([kausalya.v.external@atos.net](mailto:kausalya.v.external@atos.net)) within 05 days from issuance of this letter, failing which this letter of Intent shall stand withdrawn/cancelled automatically. Should you have any query, please do not hesitate to contact Campus Recruitment team.

We look forward to hear from you soon and wish you a rewarding career ahead.

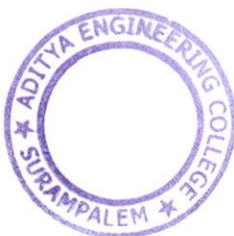
Thanking you.

Yours Sincerely,

For Atos Global IT Solutions and Services Private Limited

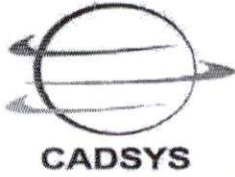


Nasir Usman Shaikh  
Vice President – HR



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## CADSYS (INDIA) LTD

Regd. Office : 3-6-262, 2nd Floor,  
Tirumala Estates, Himayath Nagar,  
Hyderabad - 500 029.  
Phone : 040-23224110  
URL : www.cadsystech.com  
CIN No. L72200TG1992PLC014558

21<sup>st</sup> May, 2022

Confidential

Ref: HR/CSY/GIS/OPS/2022/JDE/01/03/2022

To  
Ms. Ankam Durgamba,  
6-125, Srivasnagar, Uppada,  
Kothapalli Mandal, East Godavari,  
Andhra Pradesh – 533448.

Dear Ms. Ankam Durgamba,

### Sub: Offer Letter

With reference to your application and subsequent selection procedures, we are pleased to offer you a position as **Jr. Design Engineer (Smart City and IoT Solutions)** in our company located at Hyderabad on the following terms and conditions.

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

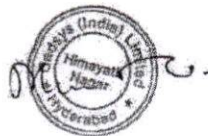
- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

You need to report our office on **06<sup>th</sup> June 2022** to complete the joining formalities, which includes

- Verification of your certificates
- Submission of filled joining forms as per the company's procedures
- Execution of bank guarantee

Your employment shall be effective from the day the above joining formalities are completed and your probation period of two years also starts from the same day.



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### Secrecy and Duty:

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

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company more so in the nature of intellectual property, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

The company has various software, methodologies, systems and strategies that are of high quality involving several man-hours of effort. During your employment with company you will or may receive or contribute to confidential information, which is value to the company. You need to maintain strict confidentiality regarding any such information whether oral or written. You need to execute **Non-Disclosure Agreement and Employee Proprietary Information and Intellectual Property Agreement** which is enclosed with this agreement.

In view of your position and office, you must effectively and diligently and to the best of your ability perform all responsibilities and ensure results. In this connection you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of company, whether directly or indirectly.

### Misconduct

Any time during your employment, if you are found guilty of any act of misconduct or any willful breach or continuous negligence or under performance in terms of this appointment letter or rules or duties, disobedience of the instructions given to you from time to time, the management may, without any notice, put an end to your services with the company. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and in addition you shall be liable for losses, damages to the company.

### Termination of employment:

During the period of probation your employment can be terminated by the company without notice and with or without any cause.

During the period of probation, if you decide to terminate the employment you will not only be required to give two months of prior written notice but also amount spent on training by the company. The company reserves the right to withhold your salary and other benefits in lieu of the same.

After completion of two years from the date of joining, your employment with the company can be terminated either by you or the company upon three months prior written notice. Further, until the company accepts your separation & relieves you of the responsibilities, you are deemed an employee of the company and the terms and conditions of your employment shall continue to bind you.

The company reserves the right to terminate without any notice on the grounds of unethical, misconduct, non-performance, lack of requisite attendance, or sexual harassment entirely at its own discretion.



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**CADSYS**



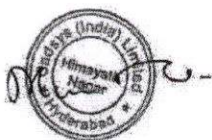
### ANNEXURE-A


#### SALARY BREAK- UP DETAILS

PARTICULARS	AMOUNT (in Rs)	
	MONTHLY	YEARLY
Basic	9000	108000
House Rent Allowance	3600	43200
Professional Development Allowance	900	10800
WiFi Allowance	1000	12000
Conveyance Allowance	1600	19200
Medical Allowance	1900	22800
<b>Gross Salary (A)</b>	<b>18000</b>	<b>216000</b>
<b>Statutory Deductions (B)</b>		
Employee Contribution to PF	1728	20736
Employee Contribution to ESI*	176	2112
Professional Tax	150	1800
<b>Net Salary</b>	<b>15946</b>	<b>191352</b>
<b>Employer Benefits (C)</b>		
Contribution to PF	1728	20736
Contribution to ESI*	764	9168
Gratuity	-	5192
Variable Pay**	5500	66000
<b>Cost to Company (A+C)</b>	<b>25992</b>	<b>317096</b>

\*ESI Contribution may vary based on total earnings in a month.

\*\* Variable pay shown here is the performance based incentives upon reaching minimum target as per the company norms. It varies from month on month depending on the individual performance.



  
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**CalSoft Private Limited**  
Calsoft IT Park, S, No. 320/1/C, Bavdhan (B),  
Near Toyota Showroom, Taluka Mulshi,  
Pune 411021  
Ph. No. > 020-66544444  
www.calsoftinc.com  
CIN- U72200PN1998PTC012650

Date 12/12/21

**Mr. Satish Kumar Geesala**  
Bangalore

### Offer of Industrial Training

Dear **Satish Kumar,**

With reference to your interview with us, we are pleased to offer you a position in our organization as per the terms and conditions given below:

- Your Designation will be **Intern in Calsoft Career Band A1.**
- Your stipend **per month** will be **Rs. 25,000.00 (Twenty five thousand).**
- Your training is terminable with one month's notice on either side.
- The company shall have the right to terminate your training without notice, if the information given by you at the time of the interview or in the application is found to be incorrect or in case of any serious misconduct or if the reference check leads to an adverse check of your credentials.
- You will seek no full time employment or part time job or be involved in any way with competitor's business activities either directly or indirectly during your training with the company.
- You will not at any time, without the consent of the Company disclose or divulge or make public except under legal obligations, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or became known to you, in course of your service or otherwise.
- While you are with us you will undertake to abide by all rules and regulation as per company policy.
- On termination, you will immediately give up to the company all correspondence, specifications, documents, books, software that belongs to the company. It's also specified that you will not make copies of these items.
- This offer is valid if you join Calsoft on or before **1/3/22**. If for whatever reason you



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- cannot meet this date, please contact our HR department immediately.
- Kindly confirm your acceptance of the above terms and conditions and date of joining, latest by **12/18/21**. In case we do not receive your acceptance in writing by the date mentioned above, this offer shall **stand withdrawn** automatically.
  - Please bring the following documents, while reporting for duty.
  - Copies of certificates in support of your age, qualification including degree mark sheet **along with originals for verification.**
  - Copies of Permanent Account Number (PAN), Aadhar Card, Passport and driving license, if any.
  - 2 latest passport size color photographs of yourself.
  - School leaving certificate

Please report to the HR Department at **9:30 AM** on the date of joining at the following address:

**Calsoft Private Limited**  
**1<sup>st</sup> Floor Right Wing, Shailendra Techno Park**  
**Plot No. 116, EPIP Zone, 1<sup>st</sup> Phase, White Field**  
**Bengaluru - 560066, Karnataka.**

We once again welcome you aboard and look forward to working with you.

Thanking you,

Yours faithfully,

**For Calsoft Private Limited**

**Authorized Signatory**

**Signature of Acceptance**



  
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This is a computer generated Offer Letter and does not require signature. Please get in touch with concerned recruiter for hard copy of the letter.



Password Verified



Name: *Satish Kumar Geesala*  
Date: 12/14/21 (m/d/yy)  
Signature ID: YTRK5RJ40-BW7V2ZROY

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*Sul*  
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**SURAMPALAM - 533 437**

CEPL/HR/2021-22/222

Dated: 27/07/2022

Mr. Prema Nivas,

House No.: 7-46, Market road, Ravulapalem,  
Andhra Pradesh - 533238

**CAPE**  
ELECTRIC

CAPE electric pvt. ltd

Plot A-41-B, Sipcot, Oragadam,  
Kancheepuram - 602 105.

CIN : U31500TN2011PTC080681

Tel : +91 44 7101 8100

Fax : +91 44 7101 8199

E-mail: sales@capeindia.net

www.capeindia.net

**SUB: OFFER LETTER**

Dear Mr. Prema Nivas,

We are pleased to offer you employment in our organization on the following terms and conditions:

**Designation** : Engineer - Trainee

**Location** : Oragadam

**Duration of the Training** : 2 years

**Salary Details** : During the training period, the gross salary will be paid for Rs.15,000/- per month, for the One Year, Rs.18,000/- per month for the second year, After training confirmation, you will be placed anywhere in India with a salary of Rs.3.0 lakh per annum (CTC) for the first year and Rs.4.0 lakh per annum (CTC) for the second year if found suitable for marketing & sales department. The above CTC's are not applicable for other departments. Other department's salary shall be discussed later from 3<sup>rd</sup> year onwards.

**Agreement:** You should provide bond for 4 years. In case the employee decides to leave during this period, you are liable to pay damage as per the employment agreement.

Based on your performance, you will be in a permanent position in this organization. This training period can be relaxed or extended, based on your performance. During the training period, the company can terminate the employment by giving one-month notice, without assigning any reason or salary in lieu thereof.

We expect you to join us on 15.08.2022 & on the date of your joining, you may please bring the original and copies of the following:

1. Present Address proof (Telephone bill/ Bank Statement),
2. Permanent Address proof (Passport, Voter Id,
3. Driving License),
4. Identity Proof - PAN Card & Aadhaar Card,
5. Educational Certificates - originals,
6. Passport Size photographs-2nos,
7. Valid Professional references,
8. Detailed Fitness Certificate.

**Other Terms & Conditions:**

You shall be governed by the rules and regulations of the Company, which are applicable from time to time, relating to working hours, holidays, leave, etc.

Please affix your signature on the duplicate of this letter confirming your acceptance of the offer letter.

We welcome you and look forward to many years of mutually rewarding & beneficial association.

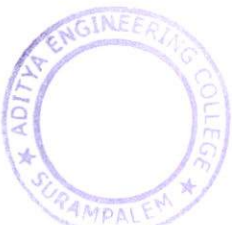
Best Wishes,  
For CAPE electric pvt ltd.

Accepted the job Offer

  
MANAGER- HR&ADMIN

Name & Sign : \_\_\_\_\_

Date : \_\_\_\_\_



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Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road, .  
Navi Mumbai 400708, Maharashtra, India.  
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121  
www.capgemini.com/in-en

**Superset ID: 1228379**

**Letter of Intent ("LOI")**

Dear **HARIKA ADDANKI,**

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Senior Analyst** and **A5** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.



*[Handwritten signature]*

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Aditya Engineering College  
SURAMPALEM

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com), please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1228379**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1228379**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1228379**

Thanking you,  
Yours Sincerely,  
For & On Behalf of Capgemini

Tejinder Sethi  
Head - Fresher Hiring

This is a system generated document and does not need a signature



  
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SURAMPALEM



## ANNEXURE 1

**HARIKA ADDANKI**

**Senior Analyst and A5**

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 7,50,000/- (Rupees Seven Lakh Fifty Thousand only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**

This is a system generated document and does not need a signature

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Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950



  
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**SURAMPALEM**



# Coforge

## Letter of Intent

Date: 23<sup>rd</sup> December, 2021

Dundi Assein

Aditya Group of Educational Institutions – A.P.

Dear Dundi,

We welcome you to Coforge Ltd (erstwhile known as NIIT Technologies Limited) and we are confident that you will build a long and mutually rewarding career with us. We believe that it is professionals like you who can, along with all of us, build a world-class organization. The guiding principle behind our endeavor to succeed originates from our Vision "ENGAGE WITH THE EMERGING" and our Mission "TRANSFORM AT THE INTERSECT".

We are pleased to inform you that you have been provisionally shortlisted for employment as "GRADUATE ENGINEER TRAINEE" at a CTC of INR 3.65 Lac per annum. Your tentative date of joining will be July'22 after completion of your final examinations.

You are required to sign a service agreement for a period of 2 years that will be effective from your date of joining. In event of you exiting the organization before completion of the service agreement duration, you will be required to pay an amount of INR 1.5 L to the organization.

You will receive a formal letter of appointment with all the terms and conditions closer to your onboarding date with us. This is subject to submission of all documents & meeting the eligibility criteria as required by the organization.

As a token of your acceptance, please confirm that you have read and understood this Letter of Intent. Please send in your confirmation to [campus@coforge.com](mailto:campus@coforge.com) confirming your interest in joining Coforge Limited.

With best wishes,

For Coforge Limited



Kannika Sagar



  
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SURAMPALEM - 533 437

CDS/HR/TR/OL/2021-12

Confidential

Date: 15<sup>th</sup> Dec 2021

**Chikka Chandu,**  
Bangalore

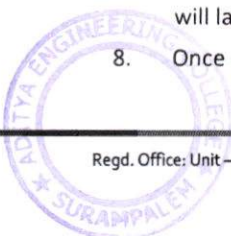
Dear Chandu,

Subject: Trainee Software Developer Offer Letter.

Congratulations on your selection for **Trainee Software Developer** position at **Covalense Digital Solutions Private Ltd.** You are requested to join **Covalensedigital** on **01<sup>st</sup> July 2022** at our Bangalore Office. Please report at the office by 10:00 AM.

By accepting this appointment letter, you agree to the following initial terms & conditions. Please confirm your acceptance through email or in writing, within 3 working days from the date of receipt of this letter.

1. There will be a 6-month Training period, during which your role will be "**Trainee Software Developer**". Your total cost to the company shall be **INR 4,20,000/- (Rupees Four Lakh Twenty Thousand Only)** for 12 months.
2. The details of your compensation are given at the end of this letter. Your performance will be continuously assessed during the probation period. Based on your satisfactory performance, your appointment as "Trainee Software Developer" will be confirmed effective **01<sup>st</sup> Jan 2023**.
3. Your performance only will be assessed at the end of 6<sup>th</sup> month (Jan 2023), 12<sup>th</sup> month (Aug 2023) and thereafter once every 12 months assessments will be used to revise your compensation structure and role.
4. Your compensation package starting 01<sup>st</sup> July 2022 will be 4.20 LPA (Cost To Company). Any change in Compensation and role/designation indicated in clause 3 above will be purely based on your Performance.
5. You will be required to sign an agreement to confirm your willingness to get trained for a period of 6 months with a stipulation that you should work for Covalensedigital for a minimum period of 2.6 years from the date of joining. This period will be termed as "Compulsory Period".
6. Covalensedigital reserves the right to terminate your training and remove you from the position if your performance is found unsatisfactory or if you are found violating the terms of the agreement you have executed.
7. During your initial 6 months' probation period, you will be entitled for 6 Casual leaves. In the first year of service post your probation period, you are entitled for 12 days leave (Casual leaves and Sick leaves with medical certificate). Starting from second year of service, standard leave policy will apply and any leaves which are not availed in the last 18 months will laps.
8. Once you complete 6 months, you will be a full-time employee of Covalensedigital purely



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**SURAMPALEM - 533 437**



based on your performance and will be eligible for the benefits applicable for full time employees.

9. Please note that during the tenure of your work with Covalense Digital Solutions Private Limited in India, you may also be relocated to any place in India or outside India and as such you may at any time be Transferred / Seconded to any of the offices of the Company, its associates, organizations with whom the Company has transactions, whether the office is subsidiary, associate or the organization is in existence today or is to be setup hereafter.
10. During the term of your employment with the Company, and for a period of twelve (12) months after your employment ceases to exist for any reason whether voluntary or involuntary, you shall not, without the prior written consent of the Company, directly or indirectly engage in any Competitive Activity (OR) activity that is in competition whether direct or indirect, with the business of the Company within the geographical territory of India nor will you engage, within this geographical territory, in the design, development, distribution, sale of a product or service in competition with any product or service being marketed or planned by the Company at such time, the plans, designs or specifications of which have been revealed to you as an employee.
11. You hereby expressly agree to waive any objection to the validity of this covenant and acknowledge that these restrictions are reasonable and essential as to time, geographical territory and scope of activities to be restrained and that these limited restrictions do not impose a greater restraint than is necessary to protect the Company's goodwill, proprietary information and other business interests. "Competitive Activity" shall mean the prohibitions set forth in section 19 above provided, however, that notwithstanding anything contained elsewhere in this Appointment Letter to the contrary,

"Competitive Activity" shall not include:-

- a. the mere ownership of securities in any enterprise, company, firm or corporation and the exercise of rights appurtenant thereto, or ;
- b. participation in the management or performance of any business operations thereof other than in connection with the competitive operations of such enterprise, company, firm or corporation.

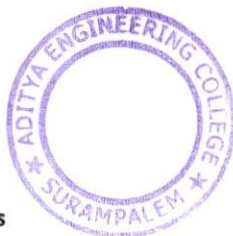
We wish you a successful career with Covalensedigital. You may contact the undersigned for any queries.

Yours Truly

For Covalense Digital Solutions Private Limited



Akhil Kittur  
Manager-Human Resources



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SURAMPALEM - 533 437  
Signature of Employee

## Annexure-A

Name	Chikka Chandu	
Designation	Trainee Software Developer	
Department	Integrations/Java	
Date of Joining	1 <sup>st</sup> July 2022	
<b>Salary Structure:</b>	Monthly (INR)	Annual (INR)
Basic	14,000.00	1,68,000.00
House Rent Allowance (HRA)	5,600.00	67,200.00
Special Allowance	12,926.60	1,55,119.20
<b>GROSS SALARY (A)</b>	<b>32,526.60</b>	<b>3,90,319.20</b>
<b>Covalensedigital Contributions:</b>		
Employer Provident Fund	1,800.00	21,600.00
Gratuity	673.40	8,080.80
<b>Total Contributions (B)</b>	<b>2,473.40</b>	<b>29,680.80</b>
<b>Cost to The Company(C) - (A+B)</b>		<b>4,20,000.00</b>



  
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**SURAMPALEM - 533 437**



## INTERNSHIP AGREEMENT

Dated: 21 April 2022

To,

**Sonali Sahu,**  
Kakinada, Andhra Pradesh

Dear Sonali,

In consideration for internship, DataFoundry Arnava Private Ltd., is pleased to offer you the position of trainee. We are excited about the possibility of your internship with us for a period of 6 months from 25-Apr-2022 to 24-Oct-2022.

This mutual agreement represents the understanding between DataFoundry Arnava Private Ltd and Sonali Sahu and your reporting office is given below.

DataFoundry Arnava Private Ltd, AMTZ Campus, BIOVALLEY INCUBATION COUNCIL, Pragati Maidan, VM Steel Project S.O, Visakhapatnam - 530031. A.P, India

Please share all the documents that establish your identity and intern eligibility (1) Identity proof (2) All Educational certificates (3) Letter of recommendation from college / University and clearly visible passport size photo.

You'll be paid Rs. 15,000 per month stipend during training period. On the demonstration of satisfactory performance during the period the candidate will be converted as full time employee with CTC of 6 LPA.

INTERN shall carry out their assignments to the schedule of working hours agreed with the reporting manager. INTERN must submit authorized timesheet when reporting time worked, the timesheets must be approved by your supervisor.

INTERN shall be entitled to 1 leave per Month, which are not cumulative and follow Holidays schedule in accordance with the organizational policy.

Your unauthorized absence from work for a continuous period of more than 2 days will be treated as absconding from duty, in the event of you not reporting to work within 5 days from the date of absence, the same would be treated as "voluntary abandonment" and it shall be deemed that you are no longer interested in the INTERNSHIP.

CONFIDENTIALITY (a) The knowledge, which the INTERN acquired on internal relations in the company, e.g. business, special knowhow cannot be shared with other people and companies (b) If the INTERN develops methods or inventions during the internship that are considered a direct result of the cooperation with the company and if of interest for the company, the company is entitled to these methods or inventions.

If the INTERN is college finalist and intends to publish Parts of internship experience through a project report, the INTERN can only publish non- confidential information after a written agreement with the company. The company is entitled to a copy.

You further agree that the Internship doesn't create an "employment relationship "under the Indian Labor Law.

Your internship with the Company is "At-Will." Accordingly, this letter is not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation, continuation of internship or future employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining this internship. At any time, you or the Company can end this agreement by giving written notice to the other party. INTERN must give one-month notice period in case of separation.

To confirm your acceptance of this offer, please sign this document by expiration date. If this document is not signed and received by end of said date, the offer will be considered retracted.

With regard

Your's truly,

For DataFoundry Arnava (Pvt.) Limited




**Brahmanand Alapati**  
Director - HR, IT & Operations

Your name in capital letters

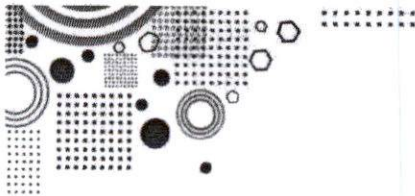
Signature

Location: Date:



  
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**SURAMPALAM - 533 437**





24<sup>th</sup> Nov 2021

Place: Hyderabad

Dear **Kadimisetty Prasanna Mahesh,**

Consequent to your interview and the discussions we had with you, we are pleased to offer you a career at DigitalTrust. Please accept our heartiest congratulations, and welcome to DigitalTrust Technologies Private Limited!

DigitalTrust is in the business of enabling the transformation of "Digital Governments & Businesses" into "Digitally Trusted Governments & Businesses", through their innovative value proposition to all the key stakeholders of country-specific Trust ecosystems. DigitalTrust enables this transformation through their digital trust services platform, couple with Identity and Access Management services, leveraging electronic ID (eID) of specific countries in compliance with the local cyber laws/ID laws.

DigitalTrust, with its customer-centric focus, is committed to building long-term relationships with its Associates. We believe that the foundation of our success has been laid by our human capital. We believe in empowering all our Associates to help them grow - both professionally and personally.

Your formal grade would be L1 and Designation shall be **"Software Engineer"**. Your gross annual compensation shall be **Rs. 4, 20,000 /-** during Probation period and **Rs. 5,20,000 /-** after Confirmation

You are requested to contact the undersigned to take on your assignment on 14<sup>th</sup> Feb 2022 at Ground Floor, Karan Arcade, Patrika Nagar, HITEC City, Madhapur, Patrika Nagar, HITEC City, Hyderabad, Telangana 500081.

On the date of joining, please submit the photocopies of following documents (please bring the original testimonials also):

- ✦ Education certificates and marks sheets
- ✦ Relieving and experience certificates from previous employer(s), if applicable.
- ✦ Proof of last salary drawn), if applicable.
- ✦ Four passport size photographs
- ✦ Proof of date of birth
- ✦ Copy of valid passport

Kindly acknowledge your acceptance of terms and conditions of appointment by signing and returning the copy of this letter.



Authorized Signatory

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**ADITYA ENGINEERING COLLEGE**  
**SURAMPALAM - 533 437**  
Candidate's Signature



**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxc.com>  
**Sent:** Friday, September 17, 2021 2:49:23 PM  
**To:** 18A91A1201 <18A91A1201@aec.edu.in>  
**Subject:** DXC Technology || YOP/Batch 2022 || Letter of Intent(LOI)



Re: Campus Recruitment - Letter of Intent (LOI)

Dear **Sunil Achutha,**

Congratulations!

We, EIT Services India Private Limited (DXC Technology) are pleased to inform that you have successfully completed the selection process conducted by DXC Technology India. This letter is to confirm that we intend to offer a **"Associate Professional"** competency level opportunity to you, on the following key terms and conditions:

1. Your designation at the time of joining would be **Associate Professional.**
2. Your total annual Cost to Company (CTC) would be amounting to **INR 4,00,000/-** (Rupees Four Lakhs only).

Please note that the above terms and conditions are subject to change at the company's discretion, without any prior intimation. Based on your acceptance of this LOI, an offer letter with detailed terms and conditions will be issued to you.

Your joining is subject to the satisfactory verification of the information/documents furnished by you at the time of interview, in addition to the fulfillment of the eligibility criteria.

Here's wishing you a successful career with DXC Technology. We look forward to welcoming you on board.

Yours sincerely,

Lokendra Sethi  
VP-Human Resource



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If you have queries or concerns, please reach us at [DXCIndiaCampusConnect@dxc.com](mailto:DXCIndiaCampusConnect@dxc.com) or call/WhatsApp at 9513246274 from 9 am to 6:30 pm, Monday to Friday.

DXC Technology India Private Limited - 9th Floor, Block-D Littlewood Tower, TRIL Info Park Ramanujan IT City, Rajiv Gandhi Salai, Taramani, Chennai - 600113. CIN: U72900TN2015FTC102489.

DXC Technology Company -- This message is transmitted to you by or on behalf of DXC Technology Company or one of its affiliates. It is intended exclusively for the addressee. The substance of this message, along with any attachments, may contain proprietary, confidential or privileged information or information that is otherwise legally exempt from disclosure. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient of this message, you are not authorized to read, print, retain, copy or disseminate any part of this message. If you have received this message in error, please destroy and delete all copies and notify the sender by return e-mail. Regardless of content, this e-mail shall not operate to bind DXC Technology Company or any of its affiliates to any order or other contract unless pursuant to explicit written agreement or government initiative expressly permitting the use of e-mail for such purpose.



24/08/2021

Personal & Confidential

**Ms. Lavanya Lahari Rajaratnam**

**T2, Royal Elite, SaiNagar, Morumpudi, Rajahmundry, 533101**

Dear Lavanya Lahari Rajaratnam,

We are pleased to offer you an internship at Harman Connected Services Corporation India Private Limited ("Harman India" or the "Company") Bangalore office.

**Compensation:** Your stipend will be **INR 20,000/- per month**

**Date of reporting:** Your date of reporting (read Online onboarding) at Harman India will be **September 6, 2021**. In the event of your failing to do so, the offer made herein shall stand withdrawn, unless the onboarding date is extended and communicated to you in writing by the Company. In case you need to extend your onboarding date please communicate the same to us. Please note that the terms of this offer are strictly confidential between you and the Company

**Hours of Work:** The Company observes a 5-workdays/week with working hours between: 9.00am to 6.00pm. During the time that Work From Home is an option, you will be required to work as per the timings required by your manager

**Period of Internship:** The duration of your internship with Harman India is **September 6, 2021 to July 31, 2022**.

**Conveyance and Stay:** You will make, at your own cost, arrangements for stay in Bangalore and travel to and from office to your place of stay, when the Work From Home option ends

**Leave:** One day per month till the end of your internship.

**Presentation on Completion of Internship:** You will be expected to prepare a report and make a presentation of your learning and contribution

**Certificate of Successful Completion of Internship:** Will be provided by Harman.

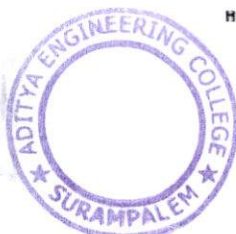
**Termination:** The Company retains the right to terminate the internship without giving notice, on the grounds of misconduct or behavior inconsistent with the fulfillment of the expressed or implied conditions of service. The Company reserves the right to recover any outstanding sums from the stipend money payable to you.

**Non-Compete:** During your training period with Harman India, you shall not directly or indirectly, run, operate, control, be employed by or provide any services to any competitor of the Company. You shall under no circumstances work for or operate a business competing against the Company, that is, any business, trade or occupation which is engaged in the Audio, Infotainment and Navigation business including all related software engineering and development business in India.

**Confidentiality and Intellectual Property of Prior Employer(s):** Upon your reporting, you will be expected to sign the Company's standard form of Invention and Secrecy Agreement. You also hereby undertake that you have duly, or will duly within seven (7) days of accepting this offer, disclose to the Company in writing any and all agreements relating to your prior employment that may affect your eligibility to be an Intern with the Company. Further, you

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Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.  
CIN: U72200KA2002PTC030427. Web site: [www.harman.com](http://www.harman.com)



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**SURAMPALEM - 533 437**





agree not to bring any third party confidential information to the Company, including that of your former employer(s), and that you will not in any way utilize any such information, other than in the manner that may be directed by the Company while releasing such information. 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 or concealed any material information, in such cases, you will be liable to be removed from the contract of the Company without any prior notice.

All Interns are expected to maintain the highest level of ethical conduct and are required to sign our Code of Ethics acknowledgment certificate.

**Dispute Resolution:** Any dispute relating to your employment shall be resolved as per the applicable employment laws in India. It is hereby agreed that the appropriate courts at Bangalore, Karnataka shall have exclusive jurisdiction over the disputes arising out of or in connection with your employment with the Company

**Additional Information:** We request you to furnish the following information, certificates/documents for the Company's records on the day of joining to our L&D/HR representative:

- Authorization letter from your Institute.
- Date of Birth proof; address and ID Proof
- Educational qualification - Copies of your degrees, diplomas etc.
- Two (2) copies of your recent Passport size color photographs

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

Sincerely,  
Harman Connected Services Corporation India Private Limited

Vinay Bharti,  
Senior Director – Human Resources

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Letter of Intent

March 17, 2022

Lakshmi Gundu

Aditya Engineering College, Surampalem

Dear Lakshmi Gundu,

We are pleased to inform you that you have been provisionally short-listed for employment as "Software Engineer Trainee".

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

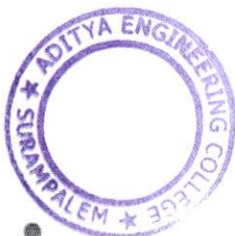
Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

Monica Mathur

Monica Mathur

Vice President, Recruitment-India & APAC



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HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710, Tel.: +91 22 6791 9595, Fax: +91 22 6791 9500  
(CIN): L72900MH1992PLC069662 URL: [www.hexaware.com](http://www.hexaware.com)





June 9, 2021

IBM India Private Limited  
Manyata Embassy Business Park,  
G2 Block, Nagwara Outer Ring Road,  
Bangalore - 560045, India.  
Tel : 91-80-49139999  
<http://www-07.ibm.com/in/careers/>

Dear **Mallidi Supriya,**

We are delighted to invite you to join IBM as an Intern.

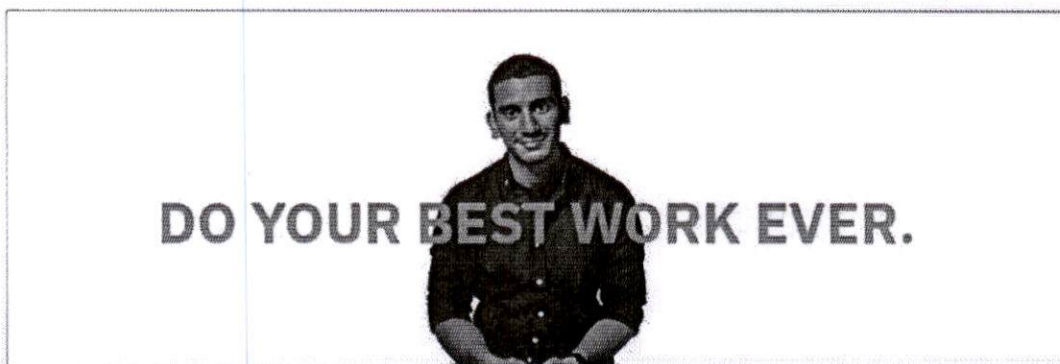
You will be working with open-minded professionals like yourself, who are passionate about designing and building solutions to help our clients becoming smarter, faster and more innovative.

At IBM, you will be a part of a diverse team where you will meet and work with new people from different cultures to tackle challenges from a fresh perspective. IBM gives you the ability to be yourself and freely express your ideas with colleagues from around the world. The sky is the limit to what you can do.


These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries -bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your Internship Letter is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.



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June 9, 2021

IBM India Private Limited  
Manyata Embassy Business Park,  
G2 Block, Nagwara Outer Ring Road,  
Bangalore – 560045, India.  
Tel : 91-80-49139999  
<http://www-07.ibm.com/in/careers/>

Dear Mallidi Supriya

We are pleased to offer you a permission letter for project training as an Intern from July 7, 2021 to December 31, 2021. During your Internship assignment, you will be working on the assignment at Bangalore and paid a stipend of INR 30000/-per month. You will report to K, Shalini (shalik12@in.ibm.com) in Bangalore. At the end of the internship, you will submit a copy of your report to the Company. You may contact your manager for further guidance on your project.

To facilitate relocation (As per IBM policy, provided your current location in India is more than 100 kms from your offered work location), you are entitled to a one time relocation allowance of a flat amount of INR 35000/- which will enable you to make necessary arrangements for your travel, accommodation and conveyance in your location during the course of your Internship with IBM and will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. Please note that this one time relocation allowance is subject to appropriate income tax deductions as per applicable law and is a one time payment which is paid out with the first month Stipend.

This is a temporary internship assignment which may be terminated at any time by you or IBM and does not imply any commitment by IBM to regular employment.

Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of IBM and act in accordance with the values and principles of the Company.

#### Acceptance and Commencement

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.



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SURAMPALAM - 533 437





The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory  
Talent Acquisition Leader ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)



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HRD/NOBA/1004310301

June 10, 2022

Mr. Surya Prakash

Danavayipeta, Ramalayam Street,  
Dno 4-20/2, Thondangi Mandalam, East Godavari,  
Kakinada - 533408  
Andhra Pradesh  
India  
Ph: (91) 89195 80421

Dear Surya,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



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**ANNEXURE -I**

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Surya Prakash
ROLE	Digital Specialist Engineer
ROLE DESIGNATION	Digital Specialist Engineer
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	26,050
BASKET OF ALLOWANCES	16,445
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	4,949
MONTHLY GROSS SALARY	47,444

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	261

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	3,126
GRATUITY - 4.81% of Basic Salary *	1,253
FIXED GROSS SALARY (1+2+3)	52,084

TOTAL GROSS SALARY	52,084
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OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (With Security)	@ 5%	24	Nil
	Twenty-five Thousand (Without Security)			
SALARY LOAN	One Month's Gross Salary	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

*[Handwritten Signature]*



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Page 6 of 7

*[Handwritten Signature]*  
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**SURAMPALAM - 533 437**



Private & Confidential

Date: 07-12-2021

Punyavathi Gokina  
Hyderabad  
India

Dear Punyavathi,

Offer of Employment

We are pleased to offer you employment in the position of "Trainee Consultant-El" with Invenio Business Solutions (hereinafter referred to as "Invenio") with the date of joining as 06-06-2022.

**1. Remuneration**

- a) Your annual CTC would be **INR 4,50,000** per annum (Four Lakh Fifty Thousand Rupees). The details of the same are given in the attached Annexure.
- b) Your salary & other benefits, if any, shall be subject to deductions of all Government and local taxes, levies, contributions, etc. as required to be made under the law of land.
- c) All taxes on your income shall be paid by you.

**2. Salary Revision**

- a) Your remuneration will be subject to annual review, or at such times as may be appropriate. Invenio operates a Pay-for-Performance policy and the result of any remuneration review will take your performance into account.
- b) You will appreciate that information relating to your remuneration package is strictly confidential and hence request you maintain this confidentiality.

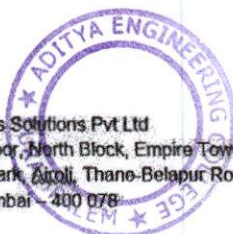
**3. Place of Work**

- a) Presently, you shall be posted at our office at Hyderabad. However, you are liable to be transferred to any location as decided by the management in the interest of the company.
- b) The management may place/transfer you temporarily/permanently in any unit/department of the company in or out of India as it may consider necessary at its discretion from time to time.
- c) You fully understand and agree that the nature of your employment requires you to frequently travel across various geographies (both domestic & international) in line with the project/organizational requirements

**4. Working Hours**

- a) You are expected to work for 9 hours which includes 1 hour of break. However, due to project requirements, employees may be required to work at different timings which may be prescribed by the manager from time to time.

Invenio Business Solutions Pvt Ltd  
Wing B, 14th Floor, North Block, Empire Tower,  
Reliable Tech Park, Airoli, Thane-Belapur Road,  
MIDC, Navi Mumbai - 400 078



Telephone: +91 (0) 22 628 37777  
Website: invenio-solutions.com  
Email: info@invenio-solutions.com

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confidentiality of the Confidential Information which you had gained access to and shall not breach the confidentiality requirements laid down by the Company.

This also covers any and all industrial and intellectual property rights, such as, without limitation, inventions, patent, copyrights, designs, diagrams, drawings, computer software, programs, systems, structures, architectures, etc. belonging to Invenio Business Solutions and/or made or originated during the duration of any customer project and twelve months thereafter and falling within the scope of the customer activity will be the property of the Company/customer.

#### 11. Validity

Please read this offer of employment carefully before you agree to its terms by signing it. The offer sets forth certain important benefits, terms and conditions related to your employment with Invenio. Please send your acceptance to this offer per return mail by 09-12-2021. The validity of this offer is conditional upon receipt of your acceptance and joining on or before the respective dates mentioned herein.

If we do not receive acceptance and documents mentioned in Annexure I then this letter stands automatically canceled and withdraws.

On the day of your joining, you will be required to return the duplicate copy of the offer letter duly signed for our records.

Yours sincerely

For Invenio Business Solutions Pvt. Ltd.,


**Bipin Pendyala**  
Chief Human Resource Officer

I have carefully read the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join the service on or before the Date of Joining. Details provided in the joining form during or post-interview are accurate to the best of my knowledge.

Signature.....

Date .....



  
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**SURAMPALEM - 533 437**

Invenio Business Solutions Pvt Ltd  
Wing B, 14th Floor, North Block, Empire Tower,  
Reliable Tech Park, Airoli, Thane-Belapur Road,  
MIDC, Navi Mumbai - 400 078

Telephone: +91 (0) 22 628 37777  
Website: invenio-solutions.com  
Email: info@invenio-solutions.com



## ANNEXURE

### Compensation & Benefits

1. All entitlements given below are applicable after you have joined Invenio. The entitlements are subject to company policies/procedures/guidelines that may be issued/modified from time to time. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value.

2. These entitlements shall cease upon the termination of your employment with Invenio. These entitlements may also cease if you need to take a long-term personal leave of absence. You will need to check with your local HR team for details.

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic Salary	1,57,500	13,125
<b>Invenio Benefit Plan</b>		
House Rent Allowance	78,756	6,563
Leave Travel Allowance	60,000	5,000
Supplementary Allowance	1,15,944	9,662
<b>Total Invenio Benefit Plan</b>	<b>2,54,700</b>	<b>21,225</b>
<b>Total Gross Pay</b>	<b>4,12,200</b>	<b>34,350</b>
<b>Retirals</b>		
Employee PF Contribution	18,900	1,575
Employer PF Contribution	18,900	1,575
<b>Total CTC</b>	<b>4,50,000</b>	<b>37,500</b>

Food Coupon @ 2200/- per month is available on an "option basis". This amount is currently part of Supplementary Allowance.

Statutory Bonus @1800/- per month, is currently part of Supplementary Allowance.

3. The Company, at any time, reserves the right to review and restructure its Compensation Package.

#### 4. Provident Fund/ Employee Pension Scheme

You will be required to subscribe to the Provident Fund scheme as may be applicable to you. The company will contribute 12% of your Basic salary toward this fund/ scheme.

#### 5. Gratuity

Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of a minimum of five years of continuous employment with Invenio India.

Invenio Business Solutions Pvt Ltd  
Wing B, 14th Floor, North Block, Empire Tower,  
Reliable Tech Park, Airoli, Thane-Belapur Road,  
MIDC, Navi Mumbai - 400 078

Telephone: +91 (0) 22 628 37777  
Website: invenio-solutions.com  
Email: info@invenio-solutions.com

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SURAMPAL - 533 437







13 Jan 2022

Hyderabad

### Letter of Intent

Dear **Sravanth Kumar Uppala,**

It was a pleasure interacting with you during our interview process and we believe that you would make a great asset for Keka. We are pleased to issue this offer at Keka for the role of **Intern - Quality Analyst**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best of you. We are looking forward to working with you at the earliest.


1. Your date of joining would be **17 Jan, 2022** and the offer stands withdrawn thereafter unless the date is extended by us and communicated to you in writing.
2. You will be working in our office located in **Hyderabad** but will work for the company or any of its subsidiaries or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.
3. During the **internship duration of 6 Months**, you are entitled to receive a monthly stipend of **15020**.
4. During this period you would go through continuous training and assessment. You are required to maintain standards of performance & uphold the company's values at all times.
5. On successful completion of the Internship and probation, you will be appraised of your performance and salary would be revised. It will be **INR 600000 per annum** based on your performance during probation.
6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company. You will be entitled to leaves and holidays as per the Policy of the company.
7. Please confirm your acceptance of the offer by responding to us within 36 hrs.

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

For Keka Technologies Pvt Ltd.

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Aditya Engineering College  
SURAMPALEM

## Offer Letter and Terms of Employment

Date: 13.01.2022

Dear **Sai Saranya Koppaka**,

At the outset, we would like to extend our sincere thanks for exploring career opportunities with KPIT. Further to our discussions, we are delighted to extend you an offer of employment.

This offer is based on your profile, relevant work experience and performance in the selection process.

- Role: Trainee
- Designation: **Trainee**
- Grade: A

**Your Total Target Compensation including all benefits will be Rs. 4,00,000/- (Four Lakh) per annum; upon Successful Completion of KPIT Elective (If Applicable).**

You shall be governed by the terms and conditions of service during your employment with KPIT as per existing policies and those that may be amended from time to time.

Kindly confirm your acceptance through the system generated email within 7 days from the date of this offer beyond which this offer is considered null and void. Your offer is subject to following clauses:

- a. You are required to go through our Flagship Foundation Level Training program - 'Genesis', led by the Education and Competency Development (ECoDe) Team of KPIT. As Genesis program is designed to run online, it can be self-paced and attended along with your current curriculum.
- b. Your performance on this program would be assessed and tracked in the form of a Merit-List.
- c. The Genesis program would be followed by an Internship Program (online/offline or hybrid) for a stipulated duration, mapped to specific KPIT Delivery Verticals (Departments). Your commencement of internship in these verticals at KPIT would be determined basis the Merit-list and your overall academic obligations at the time. Additionally, your performance during the Internship period would decide the onboarding date for live vertical-specific projects at KPIT. Onboarding to live projects would commence only on completion of the final examinations.
- d. The selection and joining decision at KPIT will stand cancelled in the event of failure in the pen-ultimate / final semester BE Examinations or alternatively if the performance in Genesis program and Internship engagement is sub-par.

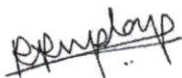
### Remuneration during Genesis and Internship Programs:

- Stipend / salary is not applicable during the Genesis training program. Stipend will be paid out for the Internship duration only on successful clearing of the Genesis training modules and completion of the Internship engagement.
- Monthly salary would commence once allocated to live projects, at the end of the respective month.

You will be eligible for Gratuity, Medclaim and Group Personal Accident Insurance benefits as per the company policy. The duly signed appointment letter will be issued to you on the first day of your joining at KPIT only upon submitting your valid testimonials and related joining formalities.

A new assignment, work place and colleagues, await you to jump start to achieve the company's vision of building a global Mobility Organization. Work life at KPIT is all about mobility, enabling our customers by accelerating implementation of next generation mobility technologies. We value fun as an integral part of our culture.

For: KPIT Technologies Limited



Rahul Uplap  
Associate Vice President  
Global Head - Education & Competency Development (ECoDe)

  
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SURAMPALEM - 533 437

KPIT Technologies Limited

Registered & Corporate Office: Plot 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase III, Maan,  
Tatuka - Mulshi, Hinjawadi, Pune - 411057, India. | CIN: U74999PN2018PLC174192

O +91 20 6770 6000  
E info@kpit.com  
W kpit.com







**MAERSK**

Dear, **Karri Sai Leela**

**Date: 13 October 2021**

We are pleased to confirm your Internship with Maersk Global Service Centers (India) Pvt. Limited (hereinafter referred as "Company") on the following terms and conditions with effect from **25 October 2021** for a period of eight months. Accordingly, your internship will come to an end on **24 June 2022**.

1. **Scope:** You will perform internship in **SSIB** on Development & Testing and such other scope of work as intimated by the Company from time to time.
2. **Location:** Your location for Internship with the Company will be **Bangalore**.
3. **Intern Mentor:** An employee from **Farzana's** team will act as your 'Mentor' during the tenure of your internship with the Company and will supervise all aspects of your internship. If for any reason, the assigned Mentor is unable to continue to serve as your Mentor, the Company shall appoint another person as the Mentor under whose aegis you shall continue your internship. Your assignment and schedule would be as per the discussions with your Mentor.
4. **Business hours:** Unless otherwise agreed upon, the working hours during your internship would be from 9:30 a.m. to 6:30 p.m. from Monday to Friday.
5. **Review meetings:** The Intern Mentor along with such other individuals as deemed appropriate by the Company may conduct periodic review meetings (as needed) with you to discuss on progress of various parameters agreed upon, assessment of milestones as well as any issues arising from your internship.
6. On completion of your internship you will be required to submit the project report (if applicable) to your Mentor and the HR team, basis which the Company will issue the internship completion certificate.
7. You will perform your assignments in an independent capacity, and nothing in this offer/ Agreement shall be construed to give you the power or authority to act for, bind, or commit on behalf of the Company in any way. Nothing herein shall be construed to create the relationship of partners, employer and employee, or principal and agent.
8. **Stipend:** In consideration of your performance during the internship, the Company agrees to pay a fixed sum of **INR 40,000 per month** as Stipend with effect from the Effective Date, subject to deduction of applicable taxes. The above sum represents the entire compensation for your internship with the Company for the tenure agreed upon.

**MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT LTD**

Ground Floor, Block 1, Milestone Buildcon SEZ, Bhartiya City  
Thanisandra Main Road, Chokanahalli, Bangalore- 560064

Regd. Office : 4<sup>th</sup> & 5<sup>th</sup> Floor, Prudential Building, Central Avenue Road, Hiranandani Business Park, Powai,  
Mumbai - 400 076. India. Phone : 91-22-6679 9999 Fax : 91-22-6679 9030/40 - [www.maerskline.com](http://www.maerskline.com)

Corporate Identity Number (CIN) : U72900MH2003PTC143195

Classification: Confidential



  
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**ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437**



You are kindly requested to confirm your agreement to the above terms and conditions, by signing and returning the duplicate of this Letter.

We welcome you to our organization and trust that your association with us will be a happy and mutually rewarding one!

Yours faithfully,  
For MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT LTD

**Gautam Shetty**  
**India Hiring Lead**

Agree \_\_\_\_\_

Date \_\_\_\_\_

**Karri Sai Leela**

**MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT LTD**

Ground Floor, Block 1, Milestone Buildcon SEZ, Bhartiya City  
Thanisandra Main Road, Chokanahalli, Bangalore- 560064

Regd. Office : 4<sup>th</sup> & 5<sup>th</sup> Floor, Prudential Building, Central Avenue Road, Hiranandani Business Park, Powai,  
Mumbai - 400 076. India. Phone : 91-22-6679 9999 Fax : 91-22-6679 9030/40 - [www.maerskline.com](http://www.maerskline.com)

Corporate Identity Number (CIN) : U72900MH2003PTC143195

Classification: Confidential



  
**PRINCIPAL**  
**ADITYA ENGINEERING COLLEGE**  
**SURAMPALEM - 533 437**





Select Start to begin

START

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# MAQ Software

**Grandhi Akhil Sai Manoj****Aadhaar No: 4362 5629 2826****Phone: 830 944 1792****E-mail: akhilsaimanoj1@gmail.com**

Date: September

Dear Grandhi:

On behalf of **MAQ India Private Limited**, a company set up under the Companies Act of India, 1956 (the "**Company**"), I am pleased to the position of **Associate Software Engineer** of the Company. We are very Impressed with your credentials and we look forward to your success in this position.

The terms of your new position with the Company are as set forth below:

**1. Position.** a. You will become **Associate Software Engineer** working on projects from our clients including Microsoft Corporation . clients (each of which is hereinafter called "Client").

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without written consent of the Company. You will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company.

**2. Start Date.** Subject to fulfilment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **Monday, September 20, 2021**.

**3. Service Agreement:** Not applicable

**4. Compensation.** Your monthly compensation consists of base salary, overtime wages, bonus, house rent allowance and employee provident fund as described below. The monthly compensation will be paid to you at the end of each month:

Basic Salary	Rupees 16,118
Overtime Wages	Rupees 8,679
Bonus	Rupees 1,344
House Rent Allowance	Rupees 8,059
Employee Provident Fund	Rupees 1,800
<b>Total Monthly CTC</b>	<b>Rupees 36,000</b>

a. You will be on internship for the period from **Monday, September 20, 2021 to Monday, September 19, 2022**.



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SURAMPALEM - 533 437



**Mindtree**

A Larsen & Toubro Group Company

Date: 22-Apr-2022

To

Vattem Ramanjaneyulu  
INDIA

Dear **Vattem Ramanjaneyulu,**

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an **ENGINEER** in the salary grade **C1** subject to the following terms and conditions.

2.1. a) You should have completed/ complete the Degree which you pursued/ are now pursuing, without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Hyderabad (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Hyderabad will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during your training period.



**PRINCIPAL**  
**ADITYA ENGINEERING COLLEGE**  
**SURAMPALAM - 533 437**

**V.RAM**  
Vattem Ramanjaneyulu (Apr 23, 2022 05:41 GMT+5.5)

Mindtree Ltd T +91 80 6706 4000  
RVCE Post, Mysore Road F +91 80 6706 4100  
Bangalore 560 059 W www.mindtree.com

Candidate No: TN/80030457/22

1





**Mindtree**

A Larsen & Toubro Group Company

2.3. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.4. The period of Orchard Learning Programme is for 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree. However, the exact duration and nature (either virtual or in-person) of the training program may vary based on the track and specific requirements. Exact duration and nature of the training shall be communicated upon joining and allocation into a technology track.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

2.6. You shall arrange to produce the following documents at the time of reporting for training or such other time prior to your date of joining, as may be required by Mindtree, for the purpose of completing the joining formalities:

- a) 10th, 12th and graduation (all semesters) mark sheets originals;
- b) Degree completion/provisional certificate original;
- c) Pan card original;
- d) Aadhaar card original; and
- e) Voter ID / Driving license original.

Mindtree reserves the right to ask for and verify additional document/s over and above the aforementioned list for your onboarding purpose and you undertake to provide the same to Mindtree.

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

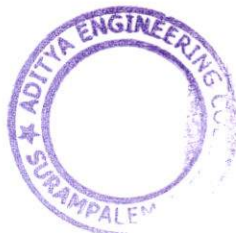
If you have any questions or need any clarification, please do not hesitate to contact us at [campus.offers@mindtree.com](mailto:campus.offers@mindtree.com).

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,  
For Mindtree Limited

Rosalee M Kombial  
Vice President-People Function



PRINCIPAL  
ADITYA ENGINEERING COLL.  
SURAMPALEM - 533 437

V.Ram  
Vatteram Ramanjaneyulu (Apr 23, 2022 05:41 GMT+5.5)

Mindtree Ltd	T	+ 91 80 6706 4000
RVCE Post, Mysore Road	F	+ 91 80 6706 4100
Bangalore 560 059	W	<a href="http://www.mindtree.com">www.mindtree.com</a>

Candidate No: TN/80030457/22

2



**Mindtree**

A Larsen & Toubro Group Company

Enclosed: Annexure to your offer of employment

**Acceptance of the Offer**

I, **Vattem Ramanjaneyulu**, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	<u>V.RAM</u> Vattem Ramanjaneyulu (Apr 23, 2022 05:41 GMT+5.5)
Your Name in Capital letters	<b>VATTEM RAMANJANEYULU</b>

**Annexure 1**

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : **Vattem Ramanjaneyulu**

Salary Grade : **C1**

Designation : **ENGINEER**

Stipend : **INR 26,000 per month.**

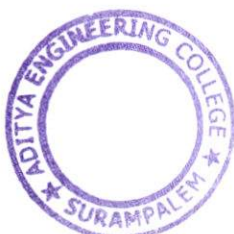
Payment will be after deduction of below amount from the monthly stipend:

- Premium for Insurance during your learning program will be **INR 550 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for **2022 - 2023** is as follows

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is **INR 600,000 per annum per family.** Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to **INR 2,500,000.**
- Group Personal Accident (GPA) coverage for you and is up to **INR 1,500,000.**

More details will be provided at the time of joining.



  
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**SURAMPALAM - 533 437**

Mindtree Ltd T +91 80 6706 4000  
RVCE Post, Mysore Road F +91 80 6706 4100  
Bangalore 560 059 W www.mindtree.com

Candidate No: TN/80030457/22

3



**Mindtree**

A Larsen &amp; Toubro Group Company

## Annexure 2

Compensation stack effective from date of confirmation

Name : Vattem Ramanjaneyulu

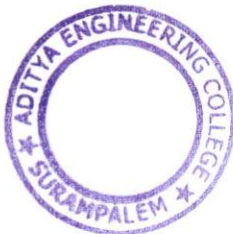
Salary Grade : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

COMPONENTS	AMOUNT (in INR/annum)
Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
<b>Annual Gross</b>	<b>352,008</b>
Bonus / Variable Compensation**	48,000
<b>Annual Cost to Company</b>	<b>400,008</b>

\* The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.



Su✓  
PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437

V.R.M.  
Vattem Ramanjaneyulu (Apr 23, 2022 05:41 GMT+5.5)

Mindtree Ltd T + 91 80 6706 4000  
RVCE Post, Mysore Road F + 91 80 6706 4100  
Bangalore 560 059 W www.mindtree.com

Candidate No: TN/80030457/22

4

**Mphasis\_Letter of Intent!**

Mphasis - Campus Hiring <campushires@mphasis.com>

Tue 21/09/2021 19:33

To: 18A91A04I9 <18A91A04I9@aec.edu.in>

Cc: nagaraju@aditya.ac.in <nagaraju@aditya.ac.in>

Ref.No- MPTH\_CC2022-0909

Dear **Nithin Datta Dhara,**

College Name: **Aditya College of Engineering and Technology, Surampalem.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Associate Software Engineer**' in **Band 5, Level 2** with Mphasis. The gross compensation will be **INR 4,00,000 (INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

**Important Note:** It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Principal

ADITYA ENGINEERING COLLEGE  
SURAMPALAM



Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

- a. PAN card
- b. Aadhar card
- c. Passport
- d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to [campushires@mphasis.com](mailto:campushires@mphasis.com).

**Thanks and Regards**

**Mphasis – Campus Team**

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at [mailmaster@mphasis.com](mailto:mailmaster@mphasis.com) and delete this mail from your records.



  
PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437

Hyderabad

Date: 12<sup>th</sup> January 2022Dear **Kolluri Venkateswarlu,**

It gives me great pleasure to inform your appointment as a **Research Associate** at Mordor Intelligence Pvt Ltd.

I believe you will play a crucial role in helping accomplish our goal of disrupting and leading the market research industry.

As a **Research Associate**, your responsibilities include but are not limited to:

- Conducting primary and secondary research to create market insight reports
- Identifying new markets and areas to study
- Interacting with clients in analyst calls and prospecting calls

**Growth Opportunities:** We are expanding rapidly and opportunities for growth within the firm abound. We have a flat organizational structure compared to most market research and consulting firms. The positions we have in our research team in order of growth are

Research Associate -> Research Analyst -> Senior Research Analyst -> Lead Analyst -> Project Lead -> Research Manager -> Senior Research Manager -> Associate Director/ Director

**Work culture and hours:** We dress casual, work in a collegial atmosphere and have a get-it-done attitude. Work hours are between 10 AM and 7 PM and Saturdays & Sundays are off. That said, we are a young company with a hunger for growth, so if needed, we put in the hours even after office timings or during weekends.

**Location:**

5th Floor, Rajapushpa Summit,  
Nanakramguda Rd, Financial District, Gachibowli,  
Hyderabad - 500008, India.

[Maps Link](#)

**Probation:** The first Six months of your employment (Starts after the one-month training period) with us will be probationary. During the probationary period, the company may terminate your employment at any time without notice. The 6-month period may be extended by a maximum of 2 months at the discretion of the management.

**Salary:** Your total CTC will be **4,62,000/-** (Four Lakh Sixty-Two Thousand Rupees Only). A detailed breakdown of the salary package is provided overleaf. Compensation will be governed by rules of the company on the subject, as applicable and/or amended hereafter.



  
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**ADITYA ENGINEERING COLLEGE**  
**SURAMPALAM - 533 437**



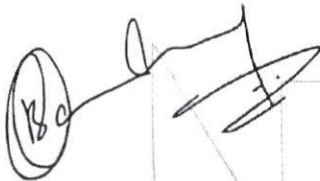
**Company Benefits:**

- Comprehensive Health Insurance coverage for self, spouse and children (GMC) - 3L (Inclusive of Maternity Benefit of 75K)
- Personal Accidental Care Insurance coverage of up to 10,00,000/- (GPA) - 10L
- Practo Corporate Wellness Plan: You and your immediate family can avail upto 15 free online doctor consultation sessions per month.

The above three benefits will be applicable post confirmation of your employment.

This is an incredibly exciting time for Mordor Intelligence and I am glad you would like to be a part of our growing team. This year will be key to the success that MI will have in the time ahead and I am sure you will play a defining role in it.

I look forward to getting you started at MI.



Bharadwaj Obula Reddy

Chief Executive Officer | Mordor Intelligence Pvt Ltd



  
PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALAM - 533 437



**Mordor Intelligence**

5th Floor, Rajapushpa Summit, Nanakramguda Rd, Financial District, Gachibowli, Hyderabad, Telangana - 500008

### Salary Package

	Monthly	Annually
Basic	16,358	1,96,296
HRA	6,543	78,516
Standard Allowance	3,333	40,000
Special Allowance	4,679	56,146
Provident Fund (Company's Contribution)	1,800	21,600
<b>Total</b>	<b>32,713.18</b>	
Performance Bonus*		60,000
<b>Additional</b>		
Gratuity	787	9,442
<b>CTC</b>		<b>4,62,000</b>

\* The Performance Bonus is designed to reward employees for their contribution to the Company's success. The Performance Bonus as mentioned in the above table will be split equally across four quarters and would be paid out quarterly on the basis of the employee's achievement against the set performance objective.

You would be eligible for tax exemptions under the different components as per the rules determined by the Income Tax Authorities. The tax exemption allowances which are opted are exempted as per the prevailing tax regulations and once opted they need to be continued for rest of the financial year.

Component	Maximum Limit	Remarks
Meal Allowance (Optional, will be adjusted against Special Allowance)	26400	Tax exempted, if opted for meal vouchers
Gift Coupons	5000	Tax exempted, if opted (Coupons will be issued at the end of each Financial Year)
Children Education Allowance	2400	Can be availed up to 2 Children

Bharadwaj Obula Reddy  
Chief Executive Officer | Mordor Intelligence Pvt Ltd  
[hr@mordorintelligence.com](mailto:hr@mordorintelligence.com) | 040-23007648

  
**PRINCIPAL**

**ADITYA ENGINEERING COLLEGE**  
**SURAMPALEM - 533 437**



Date: January 20, 2022

Dear **Raja Mani Kumar Molleti,**

**Congratulations!** We are pleased to make you an offer to join Prolifics Corporation Private Ltd. (herein after referred as "Company" or "Prolifics"). You will be designated as **Trainee Software Engineer** under the cadre of T1 and you are expected to join Prolifics on OR before **June 20, 2022**.

\*Note: - Any changes in date of joining will be informed in a month advance.

**Compensation:**

1. **Fixed Compensation:** Your Annual Gross Compensation for the year, which is inclusive of Basic Salary and other Compensation, is **Rs.3,50,000 per annum.**

Your association and employment will be governed by the various employee related policies and guidelines of the organization.

**Work Location** — You will be based in **Hyderabad OR Pune** but the Company may require you to work at any of its locations and its subsidiary locations OR on customer sites, within OR outside India. The corporate HR function work out of **Prolifics Corporation Private Ltd., 14th Floor, Raheja Mindspace Hitech City Madhapur, Hyderabad – 500081, Telangana, India**

**Relocation:** Not Applicable

**Probation:** On joining you will be on probation for a period of 8 months, extendable based on performance at the discretion of the reporting manager.

**Service Agreement— 36 Months**

Your employment with the Company is subject to (i) your unconditional acceptance and execution of the Employment Agreement and the Intellectual Property and Confidentiality Agreement and such other documents that may be presented to you; and (ii) your delivery of the documents mentioned in Annexure-1. If you fail to sign and deliver the aforesaid documents and any other documents as required by the Company at the time of joining, your employment with the Company shall not take effect and this offer shall be withdrawn immediately without any liability to the Company, unless decided otherwise by the Company.

**Termination during probation period** - Your services in this Company may be terminated by giving you 1 month notice in writing, or by paying you 1 month basic pay in lieu thereof.

**Termination after completion of probation period and under service agreement** - Your services in this Company may be terminated by giving you 3 months' notice in writing, or by paying you 3 months basic pay in lieu thereof.



  
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**ADITYA ENGINEERING COLLEGE**  
**SURAMPALEM - 533 437**



### COMPENSATION STRUCTURE

Full Name	Raja Mani Kumar Molleti	
Job Title	Trainee Software Engineer	
Cadre	T1	
	(In Rs.)	
Base Compensation	Per Month	Annualized
Basic	10,100	121,200
HRA	4,040	48,480
Statutory Allowance	583.33	7,000
Special Allowance	11,371	1,36,448
Employer PF Contribution	1,800	21,600
<b>Total Base Compensation</b>	<b>27,894</b>	<b>3,34,728</b>
Variable Compensation		
Organization Performance Linked Pay		-
<b>Total Compensation</b>		<b>3,34,728</b>
Retiral and Health Benefits (Annualized )		
Medical, Accident and Life Insurance		9,445
Gratuity		5,827
<b>Cost To Company (CTC)</b>		<b>3,50,000</b>

\*Based on performance and 9 Box ratings, the salary will be revised upto on yearly basis as below:

Year	INR Package
After completion of 1 <sup>st</sup> year	4,25,000
After completion of 2 <sup>nd</sup> year	5,25,000
After completion of 3 <sup>rd</sup> year	6,50,000

#### The benefits included in the cost to company are:

- **Provident Fund** – You have to participate in Employees' Provident Fund scheme, the employer's contribution of 12% of your annual base salary is included in CTC. The details of this benefit are provided in the attached sheet.
- **Medical Insurance** – In accordance with the Company's policy you and your immediate family (i.e. spouse and unmarried dependent children OR Dependent Parents) will be covered under our Medical Insurance plan.  
Additionally, if you are required to travel abroad, you will be covered under our Overseas Medical Insurance Policy.
- **Group Personal Accident policy** - In accordance with the Company's policy you will be covered under our Group Personal Accident policy.
- **Gratuity** – On completion of five years of service with the Company you will be eligible for gratuity as per the Payment of Gratuity Act.



PRINCIPAL





**Letter of Intent**

Doc Ref. No.: QC20220418

Date of Issue: 16 February 2022

Dear **Akshay Kumar Mahto,**

**Congratulations on your selection with QuEST!** We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with **QuEST Global Engineering Services Pvt. Ltd.**

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: [university.relations@quest-global.com](mailto:university.relations@quest-global.com)

We eagerly look forward to welcome you at QuEST.

**PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.**

For QuEST Global Engineering Services Private Limited

*Neha Das*

Neha Das  
Deputy Manager - University Relations

Candidate Signature: \_\_\_\_\_

**QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQU Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

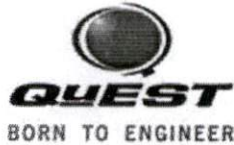
**Communication address:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: [info@quest-global.com](mailto:info@quest-global.com)

[www.quest-global.com](http://www.quest-global.com)



PRINCIPAL  
Aditya Engineering College  
SURAMPALEM



**\*Disclaimer:** The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

**Annexure - I**  
**Compensation & Benefit Details**

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
<b>Monthly Salary Components</b>		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
<b>(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)</b>	<b>20,405</b>	<b>2,44,860</b>
<b>Retirement Benefits</b>		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
<b>(K) RETIREMENT BENEFITS: (K = I+J)</b>	<b>2,522</b>	<b>30,264</b>
<b>Benefits</b>		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
<b>(N) Fixed Compensation: (N = H+K+L+M)</b>	<b>25,000</b>	<b>3,00,000</b>
<b>(P) TOTAL COST TO COMPANY (TCC)</b>		<b>3,00,000</b>

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

**QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

**Communication address:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

[www.quest-global.com](http://www.quest-global.com)



PRINCIPAL  
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SURAMPALEM





Your monthly deduction from salary towards Medical Insurance premium would be INR 625. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

**Note:** Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

**Declaration:** All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.



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**QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQU Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA  
591245 IN CIN: U74900KA2014PTC076219

**Communication address:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli,  
Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

[www.quest-global.com](http://www.quest-global.com)



# SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

Date: 25-05-2022

EMP Id: 220905262

## FIXED TERM EMPLOYMENT CONTRACT

Dear **CH.S.GANGADHAR**,

We are pleased to offer you, the position of Trainee Engineer with **SURYA TECH SOLUTIONS** on the following terms and conditions:

### 1. Commencement of employment

Your employment will be effective, as of 05-09-2022

### 2. Job title

You are appointed as a **TRAINEE ENGINEER**, and you will report to Mrs. N. Divya ,Hr-Manager.

### 3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

### 4. Place of posting

You will be posted at Andhra Pradesh & Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.


### 5. Hours of Work

The normal working days are **Monday** through **Sunday**. Rotational week off is applicable. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours are from **9:30 am** to **6:30 pm** and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

### 6. Leave/Holidays

6.1 You are entitled to Sick Leave working days of paid sick leave.



  
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ADITYA ENGINEERING COLLEGE  
SURAMPALAM - 533 437

Address: Ecil 'X' roads, Hyderabad-500062, Website: [www.suryatechsolutions.in](http://www.suryatechsolutions.in)





# SURYA TECH SOLUTIONS

LEADING VENDOR TO TELECOM SECTORS

11. 2 You must complete trainee engineer position based on performance you will be promote As An Engineer and you will be get a consolidated salary as per company Norms.

## 12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official Record.

## 13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

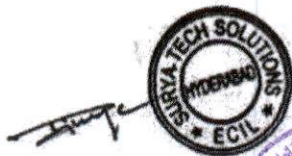
## Compensation Details

BASIC SALARY	9000
TRAVEL ALLOWANCES	4000(based on vehicle)
ACCOMMODATION	3000
PROVIDENT & ESI FUND	1950
INSURANCE	458
GROSS SALARY	18408

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Yours Sincerely,

Divya  
Hr-Manager



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ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437

Signature of the Employee

Address: Ecil 'x' roads, Hyderabad-500062, Website: [www.suryatechsolutions.in](http://www.suryatechsolutions.in)



**SUTHERLAND®**

**PROVISIONAL OFFER LETTER**

**College Name: AEC**  
**Date: 26-03-2022**

Dear **L. Rohit Ram Sai** MBA

**Congratulations!!!**

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th, 12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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)

Yours sincerely,

**Talent Acquisition**  
**Sutherland**

This is digitally generated soft copy hence signature is not required  
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6<sup>th</sup> floor, Chennai, Tamil Nadu, PIN 600063



  
**PRINCIPAL**  
**ADITYA ENGINEERING COLLEGE**  
**SURAMPALEM - 533 45.**





### LETTER OF APPOINTMENT FOR INTERNS

Date: 10<sup>th</sup> October 2021

dno. :17-45/2, SVKP Street, Opposite water tank,  
Near Sri Vasavi Kanyaka Parameshwari Temple,  
Penugonda, West Godavari, Andhra Pradesh - 534320

Dear **Ms. Lakshmi Tarunya Kondaveti**

The Company is pleased to offer you an internship at Symphony RetailAI (Company). Your internship shall be subject to the following terms and conditions:

1. That you are appointed as an Intern of the Company with effect from 3<sup>rd</sup> January 2022 and assigned projects at the sole discretion of the Company. However, during the period of your internship, the Company reserves the right to transfer you to any department as required from time to time.
2. That the educational qualifications declared by yourself in the Bio-data are true and correct. You shall produce the original certificates evidencing your educational qualifications and such other documentary proofs as and when required by the Company.
3. That your Internship period shall be for 6 Months which is starting from 3<sup>rd</sup> January 2022 as determined by the Company. Thereafter the Company shall have a right to offer an employment with the Company based on your performance and at its sole discretion. It is clarified herein that this internship does not constitute any employment and there is no employer employment relationship caused between the parties herein.

**Symphony EYC India Private Limited**  
Regd. Office: SJR I Park, Tower-3, Fifth Floor, Plot No.13, 14 &15,  
Sy No.143 & 151, EPIP Zone, Whitefield, Bengaluru, KA - 560066, IN  
Email: Rahul.Bhattacharya@symphonyretailai.com  
Tel: +91 80 6177 0500  
CIN: U72200KA2010FTC055127



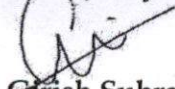
  
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**ADITYA ENGINEERING COLLEGE**  
**SURAMPALEM - 533 437**

breach of confidentiality. The Company also reserves the right to insist on yourself to sign a separate Confidentiality Agreement.

18. That your normal working hours and the holidays for the period of your internship shall be regulated by the Company in terms of the Company Policy.
19. That you shall keep informed the Company about the changes in your residential address from time to time.
20. That after the successful completion of the internship period the Company may in its sole discretion after satisfying itself about your successful completion of the degree and your academic records may offer an employment in the Company. Notwithstanding anything stated above the salary and other conditions of work offered by the Company shall be determined by the Company at its sole discretion based on the market conditions prevailing at that point of time when the offer of Employment is made.

In lieu of your acceptance to the above terms and conditions, please sign the duplicate hereof and return to the undersigned.

For M/s. Symphony RetailAI,



Girish Subramanian  
HR Director

**ACCEPTANCE**

I have read and understood the above terms and conditions and I have agreed to abide by the same.

Name and Signature: Mr. \_\_\_\_\_

Date of Joining as Intern: \_\_\_\_\_

Place & Date: \_\_\_\_\_

**Symphony EYC India Private Limited**  
Regd. Office: SJR I Park, Tower-3, Fifth Floor, Plot No.13, 14 &15,  
Sy No.143 & 151, EPIP Zone, Whitefield, Bengaluru, KA - 560066, IN  
Email: Rahul.Bhattacharya@symphonyretailai.com  
Tel: +91 80 6177 0500  
CIN: U72200KA2010FTC055127



  
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**SURAMPALEM - 533 437**



02-02-2022

Satya sai kalyan Amarthi  
Korukonda, Andhra Pradesh - 533289

**Subject: Letter of Offer and Terms of Employment**

Dear Satya sai kalyan,

Thank you for exploring your career opportunities with TA Digital (the Company). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

You have been selected for the position of **Trainee Software Engineer**, with Job Band A1, at Company's **Hyderabad Office**. This letter states the terms of our employment offer. During your probation cum training period, your annual CTC (Cost to Company) will be **Rs. 4,20,372/- (Rupees Four Lakhs Twenty Thousand Three Hundred and Seventy Two Only)**. The detailed breakup of the CTC is given in **Annexure A**.

On successful completion of probation cum training period, your designation will be **Associate Software Engineer** with Job Band A2. Your annual total compensation would be revised to **Rs. 5,70,372/- (Rupees Five Lakhs Seventy Thousand Three Hundred and Seventy Two Only)**. The detailed breakup of the CTC is given in **Annexure B**.

This offer is issued to you based on your acceptance to sign a service agreement with the company, agreeing to complete a mandatory service period of **two years and six months from the date of your joining**. In case you leave the company on your own accord before completing the mandatory service period, you will (a) need to provide minimum prior notice of **2 months if you have finished probation**, and (b) need to pay the company an amount of **Rs. 2,50,000**.

This offer is valid till **04-02-2022**. You should send the acceptance of the offer before this date by signing and mailing the duplicate copy of the offer letter. The date of joining would be officially communicated to you by our HR Department. You would receive a detailed appointment letter at the time of joining.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure - C**. Please submit all the documents specified in **Annexure - D** as soon as possible, after which the Company would do the background verification. Should you have any questions, please do not hesitate to contact me. We look forward to receiving your acceptance and joining the services of the company.

for TA DIGITAL (TECHASPECT SOLUTIONS PVT LTD)

*Kilash Kbra*

**Kailash Kbra**  
Head, Human Resources

Signature: \_\_\_\_\_  
**Satya sai kalyan Amarthi**

TechAspect Solutions Private Limited  
3rd Floor, N Heights, Plot No. #38, Hitech City Phase II, Madhapur,  
Hyderabad, Telangana - 500081  
Tel: +91 40 66217777 \ tadigital.com \ Corporate ID:  
U72200TG200OPTCO35744




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**ADITYA ENGINEERING COLLEGE**  
**SURAMPALEM - 533 451**

**Annexure - A**

Salary Structure		
Monthly Components	Per Month	Annualized
Basic	13,483	1,61,800
HRA	5,393	64,720
LTA	1,124	13,483
Special Allowance / FBP <sup>1</sup>	11,260	1,35,118
<b>Gross Salary</b>	<b>31,260</b>	<b>3,75,121</b>
<b>Statutory Payments<sup>3</sup></b>		
Company's contribution to PF <sup>4</sup>	1,800	21,600
Gratuity (Payable as per Gratuity Act) <sup>5</sup>	648	7,779
<b>Total Compensation</b>	<b>33,708</b>	<b>4,04,500</b>
<b>Benefits<sup>6</sup></b>		
Insurance Benefits	-	15,872
<b>Total Cost to Company</b>	<b>33,708</b>	<b>4,20,372</b>

**Annexure - B**

Salary Structure		
Monthly Components	Per Month	Annualized
Basic	18,483	2,21,800
HRA	7,393	88,720
LTA	1,540	18,483
Special Allowance / FBP <sup>1</sup>	16,103	1,93,233
<b>Gross Salary</b>	<b>43,520</b>	<b>5,22,237</b>
<b>Statutory Payments<sup>3</sup></b>		
Company's contribution to PF <sup>4</sup>	1,800	21,600
Gratuity (Payable as per Gratuity Act) <sup>5</sup>	889	10,663
<b>Total Compensation</b>	<b>46,208</b>	<b>5,54,500</b>
<b>Benefits<sup>6</sup></b>		
Insurance Benefits	-	15,872
<b>Total Cost to Company</b>	<b>46,208</b>	<b>5,70,372</b>



TechAspect Solutions Private Limited  
 3rd Floor, N Heights, Plot No. #38, Hitech City Phase II, Madhapur,  
 Hyderabad, Telangana - 500081  
 Tel: +91 40 66217777 \ tadigital.com \ Corporate ID:  
 U72200TG200OPTC035744



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**ADITYA ENGINEERING COLLEGE**  
**SURAMPALAM - 533 437**





Offer: Computer Consultancy  
Ref: TCSL/DT20218113185/Hyderabad  
Date: 10/11/2021

Mr. Sivaramakrishna Ganesh Jagata

Dno 6-51 Jagatavari Street,  
Kadium,  
Rajahmundry-533126,  
Andhra Pradesh.  
Tel# -

Dear Sivaramakrishna Ganesh Jagata,

**Sub: Letter of Offer**

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

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

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

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

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

TCS Confidential  
TCSL/DT20218113185

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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SURAMPALAM



### Withdrawal of Offer

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

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath  
Global Head Talent Acquisition & AIP



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

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



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SURAMPALEM

TCS Confidential  
TCSL/DT20218113185

### TATA CONSULTANCY SERVICES

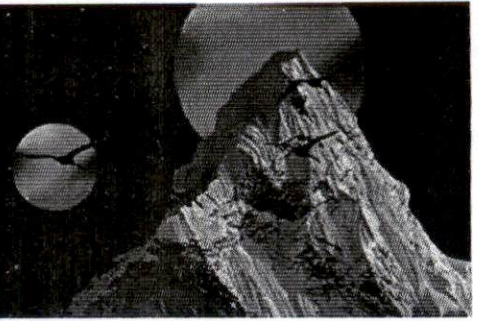
Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



# Welcome to techigai

Where Technology Meets Purpose



Dear Jagadala Pawan Kumar,

Congratulations and welcome to Techigai.

We are delighted that you have decided to grow your career with us.

We are a global IT consulting and services company that offers impactful technology solutions to help growth-oriented businesses lead their markets. We help our clients accelerate their digital transformation journey through custom software development, product engineering, data analytics, cloud enablement, AI & automation, and technology advisory services.

Our very name, Techigai, is a combination of technology and the Japanese philosophy of Ikigai, which essentially means finding a purpose that gives you a sense of fulfillment and worth in life. Our passion for technology and the purpose-driven approach to everything we do truly drives us forward as an organization.


I hope, at Techigai, you will find a purpose that would propel your personal and professional growth to newer heights!

You have chosen an exciting time to join us. We look forward to your arrival.

Warm Regards,

Santosh G



  
PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437

Techigai Private Limited

Wing B, 9th Floor, Aurobindo Galaxy, Opposite IKEA, Raidurg, Hyderabad 500019 | [www.techigai.io](http://www.techigai.io)

9/13/2021

Mobile number: 9440843996

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Techigai (hereafter referred to as 'Company') as per the below terms and conditions:

Designation: Trainee Software Engineer

Grade: G0

Date of Joining: On or Before 7/1/2022

Gross Compensation of INR 2,40,000 (Two lakh forty thousand only) during training and compensation post successful completion of training is INR 6,00,000 (Six lakh only), Inclusive of one lakh retention bonus to be paid after 2 years

Your joining and work location would be Hyderabad.

The break-up of your total gross compensation is given below:

Fixed Pay	Yearly	Monthly
Basic	2,00,000	16,667
HRA	80,000	6,667
Conveyance & General Allowance	1,28,300	10,692
Special Allowance	60,480	5,040
<b>Standard Benefits</b>		
PF Employer Contribution	21,600	1,800
Gratuity	9,620	802
Retention Bonus	1,00,000	-
<b>Cost to company</b>	<b>6,00,000</b>	<b>41,667</b>

**Benefits:**

**1. Health Insurance**

- Group Medical Insurance (covers employee and family: spouse and 2 children). Coverage is non-floater, and each individual is covered for maximum of INR 5,00,000
- Company sponsored executive health check-up once a year for all employees

**2. Matching Grants Program** - Program to improve the quality of life in our community, via Techigai's community connect program. Techigai matches the contribution of our employees to our partner NGOs

**3. Time Off Programs** - Casual, Maternity, Paternity, Adoption, Bereavement, Vacation

- Sabbatical - 4 weeks of paid sabbatical leave after every 5 years of continuous service
- 10 Holidays per annum

**4. Other Benefits** - On-site Cafe, Company sponsored evening snacks, late night transport on request, concierge service

**5. Reimbursement** for eligible educational courses and professional development conferences, seminars, and workshops

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement. In addition to these terms and conditions stated in the above documents, there are other

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ADITYA ENGINEERING COLLEGE

SURAMPALAM - 533 437

Techigai Private Limited

Wing B, 9th Floor, Aurobindo Galaxy, Opposite IKEA, Raidurg, Hyderabad 500019 | www.techigai.io



OL No: TN1700

18 April 2022

Dear **Brijesh Yadav**,

We are pleased to offer you a position with **TEACHNOOK** as a **Business Development Trainee**. We believe you will find this position to be challenging and rewarding.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Training Date: **2 July 2022 to 11 July 2022**OJT Start Date: **12 July 2022**OJT End Date: **11 November 2022**

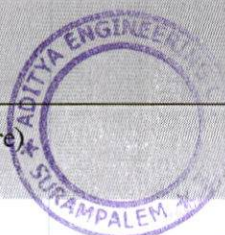
Location of Training: Bangalore

Stipend: **INR 15000** Per MonthIncentives : **INR 10000**Target: **220000 INR per month.**Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **2 July 2022**.

SIGNATURE: \_\_\_\_\_

(Candidate's Signature)



DATE: \_\_\_\_\_

**ADITYA ENGINEERING COLLEGE**  
**SURAMPALEM - 533 437**



**Training Policy**

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You will be required to work on 9 hours shift(including breaks) and will be entitled to one day weekly off.
- During the training period you will not receive any of the employee benefits that regular employees receive.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will follow all policies and practices of our business.
- Post successful completion of the Training tenure, the candidate will be prone to pre-placement offers by the company.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: \_\_\_\_\_  
(Candidate's Signature)

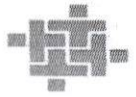
DATE: \_\_\_\_\_

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ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437





**ANNEXURE**

As a part of the joining process, you are requested to mail the following documents on the day of joining.

Photocopies of

- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Negative RT-PCR Report is mandatory. It should not be older than 48 hours (Even if you are fully vaccinated) OR Fully vaccinated report.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving License/ PAN Card)

**NOTE:**

{The document/ID Card will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document.}

SIGNATURE: \_\_\_\_\_

(Candidate's Signature)

DATE: \_\_\_\_\_

  
PRINCIPAL

ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437





# Tech Mahindra

Tech Mahindra Limited  
Infocity, Hitech City Layout,  
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363  
Fax: +91 40 2311 7011

Registered Office:  
Gateway Building, Apollo Bunder  
Mumbai 400 001, India.  
www.techmahindra.com  
CIN L64200MH1986PLC041370

2038368 / ELTP-CAMPUS / 2022

20-Jun-2022

Subject: Letter of Intent

Dear **Boddu,**

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- o You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- o You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure - A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- o You will be under **probation for a period of 3 (Three) months** from the date of joining.
- o You will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- o In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, ( Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- o At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- o You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



  
**PRINCIPAL**  
**ADITYA ENGINEERING COLLEGE**  
**SURAMPALEM - 533 437**



# Tech Mahindra

Tech Mahindra Limited  
Infocity, Hitech City Layout,  
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363  
Fax: +91 40 2311 7011

Registered Office:  
Gateway Building, Apollo Bunder  
Mumbai 400 001, India.  
[www.techmahindra.com](http://www.techmahindra.com)  
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on [Campusjoining@techmahindra.com](mailto:Campusjoining@techmahindra.com)

This Letter of Intent shall cease to be valid on **19-Sep-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,  
For Tech Mahindra Limited,



Krishna Ramaswamy

Head - Resource Management Group



PRINCIPAL

ADITYA ENGINEERING COLLEGE  
SURAMPalem - 533 437

## Annexure B

<b>Total Cost to Company (TCC) (Per Annum)</b>	<b>325000</b>
<b>Components of Total Cost to Company</b>	<b>INR. (Per Annum)</b>
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
<b>Flexible Components of TFP ^</b>	<b>28428</b>
<b>Total Fixed Pay (Per Annum)</b>	<b>280985</b>
<b>Total Variable Pay (TVP) (Per Annum) (*)</b>	<b>31221</b>
<b>Total.....(A)</b>	<b>312206</b>
<b>Additional Benefits....(B)</b>	<b>12794</b>
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
<b>Total Cost to Company (Per Annum) -----(A) + (B)</b>	<b>325000</b>
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
<b>Bonus / Statutory Bonus</b> , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
<b>Additional Benefits</b> : In addition to the above, you will also be eligible for the below-mentioned benefits -	
<b>i) Gratuity</b> : As per Payment of Gratuity Act	
<b>ii) Insurance</b>	
<b>a) Group Term Life Insurance (GTLI) Coverage:</b> You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of <b>INR 20 lakhs</b> to the beneficiary on the unfortunate death of the associate	
<b>b) Group Medical Coverage Plan (GMIP):</b> You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of <b>INR 3 lakhs</b> (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be <b>INR 2 lakhs</b> .	
<b>c) Group Personal Accident Insurance (GPAI) coverage:</b> You would be enrolled under the Company's GPAI scheme with a cover of upto <b>INR 5 lakhs</b> payable in case of permanent disablement arising out of any unfortunate event of an accident.	





10-Nov-2021

**SUBJECT: Offer of Employment at ThoughtClan Technologies Private Limited**

Dear Gade Harika,

We are pleased to offer you the position of **Software Engineer** with ThoughtClan Technologies Private Limited (hereafter referred to as ThoughtClan). Your intended start date is on 1-Jul-2022 at Bangalore. Your gross annual salary of **Rs. 4,80,000** (Rupees Four Lakhs Eighty Thousands only) payable on a monthly basis as follows:

	Monthly	Annual
Total Salary (Gross)	Rs. 40,000	Rs. 4,80,000

The above salary covers all components of salary including employer and employee contribution to Provident fund. The salary breakup is as given below:

EMOLUMENTS	Amount Rs. (PM)	DEDUCTIONS	Amount Rs. (PM)
Basic Salary	19,100	Professional Tax (PT)	200
House Rent Allowance	7,640	Provident Fund - Employee Contribution	1,800
Conveyance	1,600	Provident Fund - Employer Contribution	1,800
Medical Reimbursement	1,250	Income tax (TDS)**	0
LTA	1,910		
Provident Fund [Employer Contribution]	1,800		
Special Allowance	6,700		
		Total Deductions	3,800
Gross Pay	40,000	Net Pay	36,200

The terms and conditions of the offer are as follows:

- 01. Probationary Period:** You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. You could get confirmed before the probation period gets over as well, based on your performance.
- 02. Notice Period:** During probation, your services can be terminated within one month's notice or by salary thereof on either side. On confirmation as a regular employee, you will be required to give three month's notice or salary thereof in case you decide to leave our services subject to the Company's discretion; in the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the three-month notice period. Similarly, the Company can terminate your services by giving three month's notice or salary thereof.
- 03. Transfer:** Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time, compensation applicable to a specific location will be payable to you.
- 04. Other Terms & Conditions:** You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / member / employee of any other organization / entity engaged in any form of business activity without the consent of ThoughtClan. The consent



may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

05. **Leave:** An employee is entitled to 20 days of Privilege leave in a year, out of which 10 leaves can carry forward to the next year. Leave account shall be for the calendar year, i.e. January to December.
06. **Company's health insurance scheme:** We provide health insurance for all our confirmed employees, their spouses, **parents** and kids. It covers all pre-existing medical conditions and does not have any waiting period for any diseases
07. **Advance Salary:** Every employee is eligible for 1 month advance salary payment which shall be recoverable in 6 equal interest free installments. It is for the purpose of emergency or contingency situations only.
08. **Disclosure:** If any information furnished by you in your application for employment or during the selection process in time during your employment to be incorrect or false, and/or if you have suppressed material information qualifications and experience, the Company may terminate your services without notice or compensation.

Kindly confirm your acceptance via email to [harish@thoughtclan.com](mailto:harish@thoughtclan.com). Please note that in case of failure to do so, this offer of employment with ThoughtClan should be considered withdrawn.

Please bring the following documents on the joining date and reach office by 10 AM to ensure smooth onboarding and induction.

- a. Class 10 (or equivalent) Marks Sheet(s)
- b. Class 12 (or equivalent) Marks Sheet(s)
- c. Graduation Marks Sheet(s)
- d. Final Graduation Degree Certificate
- e. Post Graduation Marks Sheet(s) (if applicable)
- f. Diploma Certificate (if applicable)
- g. Relieving letter / experience letter (in case you are already employed) from 2 previous employers (as applicable)
- h. ID Proof such as Aadhaar Card, Passport etc.


In a world where innovation is indispensable and the pace of change is absolutely tremendous, we hope you are as excited as we are to work together on challenging enriching projects. We welcome you to the ThoughtClan family and we are delighted to have you as part of our team.

Looking forward to a mutually fulfilling association with you.

Regards,

Harish Kashyap M.M.,  
CEO, ThoughtClan Technologies Private Limited,  
Bangalore, Karnataka, India



  
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**SURAMPALEM - 533 437**





**OFFER LETTER**

Date: 14-Dec-2021

**From:**

Trinamix Systems Private Limited  
Pentagon-3, 402, 4<sup>th</sup> Floor  
Magarpatta City, Hadapsar  
Pune 411 028, INDIA

**HR Ref. :**

**To:**


Mr. Reddi Dora Babu

Dear Mr. Reddi Dora Babu,

Congratulations!! Subsequent to the selection process, we are delighted to offer you a position in Trinamix Systems Private Limited (Referred further as "Trinamix" or "the company" in this letter) as per the details mentioned below:

1. Designation: Trainee Systems Engineer
2. Grade: A0
3. Gross Salary per annum: Rs. 3.5 Lakhs
4. Date of Joining: May/Jun 2022
5. Reporting Location:  
Pune or Hyderabad
6. Base Work Location:  
Trinamix Systems Private Limited  
Pentagon-3, 402, 4<sup>th</sup> Floor  
Magarpatta City, Hadapsar  
Pune 411 028, INDIA

The Terms and Conditions of our Offer are mentioned further.

  
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**Annexure-1: Salary Details**

<b>Name of Employee</b>	Reddi Dora Babu	
<b>Grade</b>	A0	
<b>Designation</b>	Trainee Systems Engineer	
<b>Location</b>	Pune/Hyderabad	
<b>Effective Date</b>	May/Jun - 2022	
<b>PARTICULARS</b>	<b>MONTHLY BREAKUP</b>	<b>YEARLY BREAKUP</b>
<b>TOTAL CTC</b>		<b>350000</b>
Basic Salary	11667	140004
House Rent Allowance	4667	56004
LTA	972	11664
Meals Coupons	0	0
Other Allowances	8600	103200
<b>Gross Salary</b>	<b>25906</b>	<b>310872</b>
PF EMPLOYEE	1800	21600
Medical Insurance	0	0
Professional Tax	200	2500
Income Tax	As per Rate	As per Rate
<b>TOTAL DEDUCTIONS</b>	<b>2000</b>	<b>24000</b>
<b>Net Income</b>	<b>23906</b>	<b>286872</b>
ADD EPF EMPLOYER	1800	21600
<b>GROSS INCOME</b>	<b>27706</b>	<b>332472</b>
GROSS INCOME		332469
GRATUITY		6731
Variable Pay Income (VPI)	0%	0
Wifi/Broadband Reimbursement	900	10800
<b>Cost to Company</b>		<b>350000</b>

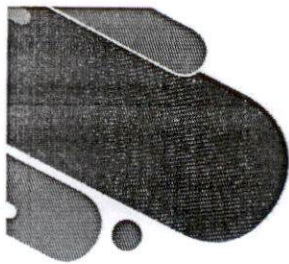
\* Please note that wifi/broadband would be reimbursed for Rs.900/month on actual bill submission.



  
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Page 8 of 9





25/4/2022  
Hyderabad, Telangana

Janardhan Jogi  
6281891821  
janardhanjogikalepu@gmail.com

Sub: "Employment with TuringMinds.ai".

Dear Janardhan Jogi,

Congratulations! You have been selected as "Data Scientist" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10,667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "Data Scientist" with a minimum gross annual remuneration of INR 628,004 (Six Lakh Twenty Eight Thousand and Four Only). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer.

Please note that your Location of work is going to be

Wing A, 2nd Floor, Jyothi Imperial  
Janardhana Hills, Gachibowli  
Hyderabad - 500032

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is 30/4/2022. Your employment as Data Scientist will start from 2/5/2022. We look forward to having you onboard.

Sincerely

Sairam Chavali  
Associate Director – Human Resources

I, Janardhan Jogi, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: \_\_\_\_\_

Date: \_\_\_\_\_

Full Name: Janardhan Jogi



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## Offer Letter

Dear.. **Vireesha Chinthakula,**

Congratulations! You have successfully completed the interview process with ValueMomentum and we're excited to offer you the position of **"Software Engineer - Trainee"** Grade – **A1**. The interactions during the interview process have been quite enriching, and it helped us to know you better. We're confident that your knowledge, goals and values are a perfect match for the organization.

This offer is subject to an acceptance of working for minimum 2 years' term with ValueMomentum and during the onboarding formalities, you are expected to sign a surety agreement for this duration. Your date of joining would be **20<sup>th</sup> June' 2022**.

You are required to sign and return the duplicate copy of the offer letter as a token of your acceptance.

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

- Photocopies of all certificates including birth certificate and academic qualifications
- 3 Passport size photographs
- Passport copy (all pages)
- Pan Card (Photo Copy)

Please bring all your original certificates supporting your educational qualifications along with mark sheets at the time of joining. **Kindly note that your appointment is subject to successful background verification.** Your location of employment will be either at Hyderabad or Pune. You may be asked to relocate to any of our offices depending on the business requirements. You are required to work in designated working hours as discussed and agreed during interview process. You are required to work in projects associated with any of our Line of Businesses.

Sincerely,

I accept the terms of this letter

For ValueMomentum Software Services Pvt. Ltd.

\_\_\_\_\_  
(Candidate's Signature)



  
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SURAMPALEM - 533 437



**Stack up details of Compensation**

Name-.. Vireesha Chinthakula,

Components	Monthly Amount	Annual
Basic Salary	21100	253200
House Rent Allowance	6593	79119
Conveyance	942	11303
Provident Fund Contribution	1800	21600
Gratuity ( payable as per gratuity act)	1014	12173
LTC	1884	22605
<b>Total</b>	<b>33333</b>	<b>400000</b>
<b>Total Annual Gross Salary</b>	<b>4,00,000 (Rupees Four Lakhs Only)</b>	
<b>Deductions:</b>		
Provident Fund (Employee & Employer)	3600(1800+1800)	
Professional Tax	200	
<b>Total Deductions</b>	<b>3800</b>	


**Note:**

1. Deductions will be made towards Provident Fund, Professional Tax, Group Term Life Insurance, Group Personal Accidental Insurance and Income tax as applicable.
2. You will be entitled to Benefits such as Group Mediciam Personal Insurance as per the company policy.
3. After completing 3 years of service from the date of joining ValueMomentum, you will be eligible for retention bonus of Rs. 6,00,000/- (Six Lakhs only), which is paid over 3 years as per the following schedule. After completion of 3<sup>rd</sup> Year, Rs. 2,00,000/-, 4<sup>th</sup> year Rs. 2,00,000/- and 5<sup>th</sup> year Rs. 2,00,000/-. This Bonus will be eligible only for active employees who are on the rolls of ValueMomentum and not serving notice period as on the bonus payment date and have a consistent performance rating of Meets Expectations or above.
4. This Offer Letter is valid for you to join on or before **20<sup>th</sup> June'2022**.

Talent Acquisition Group

Candidate Signature



  
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**SURAMPALEM - 533 437**

Date: 23<sup>rd</sup> December, 2021

## Internship Offer Letter

To,

**Kavya Penke**

Dear Kavya,

We at Tollplus India Pvt Ltd are extremely delighted to inform you that you have been selected for the Internship training program conducted by our company, for the position of **Software Engineer Trainee**. You will be Reporting to **Mr. Sheo Narayan (Director Technology)** at Hyderabad during the Internship training program. Here are the terms and conditions of internship while working with the Company:


1. Duration of internship will be from 16<sup>th</sup> February 2022 Until 30<sup>th</sup> April 2022.
2. You will be designated as "Software Engineer Trainee" and will be entitled for a stipend payment of INR 33,000/ Month.
3. You will not be entitled for any other benefits from the company during this tenure.
4. During your Internship your Performance will be evaluated as per the assessments conducted regularly from time to time and you are expected to qualify in all the assessment test conducted during training and post completion of training period.
5. Internship may be terminated at any point if found unsatisfactory.
6. During internship, you are expected to abide to the "Code of Conduct" policy prescribed by the Company.

Kindly confirm your acceptance of this Internship offer letter within 5 working days else the offer will be revoked and will be automatically considered to be cancelled.

Please feel free to contact us in case of further details. Wishing you good luck for your future endeavours.

Best Wishes,

For TollPlus India Pvt. Ltd.

  
Sanjay Kumar. M  
Senior Manager - Human Resources,  
Tollplus India Private Limited.



  
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**TollPlus India Pvt. Ltd.**

Plot No:45, Kavuri Hills, Phase-I, Madhapur, Hyderabad - 81, Telangana, India.  
Ph: +91-40-64646165, Website: www.tollplus.com, Email: info@tollplus.com





## Vistex Asia-Pacific Pvt. Ltd.

(Formerly Vistex (India) Pvt Ltd.)

Now it all adds up™

HYDERABAD 3<sup>rd</sup> Floor, DSR Corporate Center, 1-90/B/C/4/A,  
Patrika Nagar, Plot No. 1 & 2, Madhapur, Hyderabad 500081  
Telephone: 040-23114412/13 www.vistex.com

HYDSDCH2022036

Jan 13, 2022

Meesala Meenakshi  
Hyderabad

### Offer Letter

Dear Ms. Meesala Meenakshi,

This letter is to offer you an employment as a **Associate Developer and Internship Training** with Vistex Asia-Pacific Private Ltd. This position will be based at Vistex Asia-Pacific Private Ltd., Hyderabad.

Your compensation will be a monthly stipend of **INR. 12,000** during the Internship training Period. On successful completion of training and final evaluation process, you will be confirmed your regular employment and entitled for a salary of **INR. 4,50,000** (Four Lakhs and Fifty Thousand Rupees) per Annum.

From the start of the regular employment, you are expected to serve for a minimum period of three years' service with Vistex Asia Pacific Pvt. Ltd. and must sign a contract for the same at the time of joining.

We expect you to report to work on **February 14, 2022 for the internship training.**

Training Days & hours during training period: 5 days a week Mon-Friday, 8 working hours per day. Any kind of leave need to be pre-approved, consecutive 2 or more days absence without proper approval from the training may lead to termination of this offer at the discretion of the Company.

You agree and acknowledge that:

1. This letter, represents the entire understanding between you and the Company; and
2. No verbal or written terms, promises or representations that are not specifically stated in this offer, are/ will be not binding upon the Company; and
3. You will not dispute anything in future over this offer of Internship with the Company once accepted freely; and
4. You authorized the Company to have background verification done by any third party.
5. The company has never asked you to pay any amount for the internship.
6. The Company has never demanded any original certificates to be retained with the Company during the internship training.
7. You will be monitored continuously during the training program and will be exposed on all facets of development, testing and business analyst skills.
8. You need to qualify and clear the weekly/Biweekly evaluation methodology adopted by your trainers/mentors.

REGD. OFF. : Unit 'C' 4<sup>th</sup> Floor, Nirmal Building, 241 / 242, Backbay Reclamation, Nariman Point, Mumbai - 400 021, India. • Telefax : 91 - 22 - 2288 1781 / 82  
GERMANY : Vistex GmbH, Altrott Strasse 31, D- 69190, Walldorf, Germany Tel.: + 49 - 6 - 227 - 73 - 1531 • Fax : + 49 - 6 - 227 - 73 - 1536  
USA : Vistex Inc., 2300 Barrington Road, Suite 550, Hoffman Estates IL, 60169, USA Tel.: +1 - 847-490-0420 Fax : +1- 847-490-0418  
LATIN AMERICA : Vistex Latin America, AV. Naciones Unidas, 14171, 15th Floor-Suite 1531, Sao Paulo-SP-CEP 04794000, Brazil Tel +55 11 3568 2076 • Fax : + 55 11 3568 2200



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## Vistex Asia-Pacific Pvt. Ltd.

(Formerly Vistex (India) Pvt Ltd.)

Now it all adds up™

HYDERABAD 3<sup>rd</sup> Floor, DSR Corporate Center, 1-90/B/C/4/A,  
Patrika Nagar, Plot No. 1 & 2, Madhapur, Hyderabad 500081  
Telephone: 040-23114412/13 www.vistex.com

9. You should also abide by the business code of conduct, confidentiality, and other applicable policies similar to employees of the Company.
10. Employment as per this offer is subject to your being medically fit.
11. Any unlawful activities at the Company premises dealt with appropriate legal recourse.

If you agree with the above terms and conditions, please indicate your acceptance by signing the second copy of this letter and return it to the team.

We congratulate you on your appointment and wish you a long and successful career with us. We look forward to having you in our team and are excited to jointly explore the opportunities that lie ahead of us.

Sincerely,

For Vistex Asia- Pacific Pvt Ltd.

Anu Gudala

Sr. Manager, Human Resources



  
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SURAMPalem - 533 437

REGD. OFF. : Unit 'C', 11th Floor, Nirmal Building, 241 / 242, Backbay Reclamation, Nariman Point, Mumbai - 400 021, India. • Telefax : 91 - 22 - 2288 1781 / 82  
GERMANY : Vistex GmbH, Alttrott Strasse 31, D- 69190, Walldorf, Germany Tel.: + 49 - 6 - 227 - 73 - 1531 • Fax : + 49 - 6 - 227 - 73 - 1536  
USA : Vistex Inc., 2300 Barrington Road, Suite 550, Hoffman Estates IL, 60169, USA Tel.: +1 - 847-490-0420 Fax : +1- 847-490-0418  
LATIN AMERICA : Vistex Latin America, AV. Nacoes Unidas, 14171, 15th Floor-Suite 1531, Sao Paulo-SP-CEP 04794000, Brazil. Tel +55 11 3568 2076 • Fax + 55 11 3568 2200





Faiveley Transport Rail Technologies India Private Limited  
PB No 39, Harita, Hosur, Tamil Nadu 635 109

06/04/2022

Suresh Bhamidipati  
9-4-109/9, Yanada colony  
Pithapuram, 533450

**Subject: Appointment Letter**

Dear Suresh,

On behalf of Faiveley Transport Rail Technologies India Ltd, a Wabtec Company, I am delighted to offer you the position of Graduate Engineer Trainee reporting to Saravanan G Ganesan V, Assistant Manager. This position will initially be based in Hosur - TN - IND (Krishnagiri District), but is assignable anywhere in India.

Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment and the Employee Innovation and Proprietary Information Agreement (EIPIA).

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours Sincerely,

Preethi Nandakumar  
Transit India Site HR Head

The contents of this letter are confidential and privileged. The contents of the letter cannot be shared with any individual or companies without the written consent of the signatory of this letter.

Enclosures:

Annexure A - Compensation & Benefits  
Annexure B - Terms and Conditions of Employment in duplicate

06-Apr-2022 2:50 AM



*[Handwritten signature]*

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SURAMPALEM



## Annexure A

### Wabtec Corporation Compensation & Benefits Statement

Suresh Bhamidipati

Date of Joining: 06/06/2022

Designation: Graduate Engineer Trainee

Components	"Amount in INR Per month"	"Amount in INR Per Annum"
Basic	33,333	400,000
HRA	13,333	160,000
Washing allowance	1,000	12,000
Other allowance	31,667	380,000
(a) Total Cash - Sub total 1	79,333	952,000
PF Contribution		48,000
(B) Benefits - Sub total 2		48,000
Base Pay		1,000,000
Gratuity		19,240
(C) Subtotal 3		19,240
Annual Total Employee Cost (A+B+C)*		1,019,240

**Personal Accident Insurance:** A cover of upto a maximum benefit of approx. 3 times of ATEC\* in the event of fatal

**Group Term Life Insurance:** A cover of upto a maximum benefit of approx. 2.75 times of ATEC\* or INR 15 Lakhs, whichever is higher in the event of natural death

**Medical Insurance (Hospitalization)\*\*** A cover of INR 4 Lacs per family per annum. Family members include Self, spouse, dependent two children and Parents\* or Parents-in law\*

**Performance Bonus:** Performance bonus cycle is Jan ~ Dec. The bonus will be paid to the employee, if he / she is on roll of the company as on 31st December

**Sign-on Bonus:** You will also receive a one-time sign-on bonus in the amount of INR ₹165,000.00. Any tax liability arising will be appropriately deducted. In the event of leaving the company prior to completing 2 full years of service from your start date, you agree to repay this sign-on bonus in full.

You will be paid a **Graduation bonus** of INR 50000 after 1 year of joining. It will be recoverable if you leave within 12 months of receiving it.

Yours Sincerely,

Preethi Nandakumar  
Transit India Site HR Head

06-Apr-2022 2:50 AM



  
PRINCIPAL  
Aditya Engineering College  
SURAMPALAM





Wells Fargo  
wellsfargo.com

Wells Fargo International Solutions Private LTD  
Outer Ring Rd  
BENGALURU URBAN, KA, 560103

July 29, 2022

Mr Sree Venkata Karthikeya Kota  
3-315  
Kakinada

Dear Sree,


We are pleased to offer you a position at Wells Fargo International Solutions Private LTD ("Wells Fargo" or "Company"), and your employment shall be effective from the Date of Joining as mentioned below, on the following terms and conditions:

- **Designation:** You will be designated as **Program Associate**. Wells Fargo reserves the right to amend your position title as may be required from time to time. Notwithstanding anything herein, this offer is conditional on Wells Fargo receiving a satisfactory reference and background check on you, as well as not having an outside activity that is in conflict with Wells Fargo's interests. On your first day of employment August 22, 2022(DOJ) you will need to report to Wells Fargo International Solutions Private LTD, Outer Ring Rd, BENGALURU URBAN, KA, 560103. Your start time will be provided prior to your start date.
- **Compensation:** Your total annual fixed compensation (inclusive of contributions to be made towards various social security schemes such as Wells Fargo's contribution to Provident Fund), would be **₹1,300,000.00**. Please note that tax will be deducted at source from your gross compensation above in compliance with prevailing tax regulations. The detailed break-up of the compensation offered to you is outlined in Annexure 'A' to this letter.
- **Place of Work:** You will be initially based at the Wells Fargo office in BENGALURU URBAN. However, Wells Fargo reserves the right to transfer you from one office to another, at its discretion during the term of your service. You may be required to work from different offices and in different shifts from time to time. Wells Fargo further reserves the right to change your shift timings, job title, designation, corporate title, reporting lines and reporting manager, in line with applicable laws, during the term of your service.
- **Duties:** You will perform all acts, duties and obligations and comply with such instructions as may be specified by Wells Fargo and which are reasonably consistent with your job title and profile. Wells Fargo may require you to undertake the duties of another position, either in addition to or instead of the above duties, it being understood that you will not be required to perform duties, which are not reasonably within your capabilities. Wells Fargo may also require you (as part of your duties of employment) to perform duties or services not only for Wells Fargo but also for any Group Company where such duties or services are of a similar status to or consistent with your position with Wells Fargo. For the purposes of this agreement, "Group Company" means any subsidiary or holding company of the Company, any subsidiary of such holding company, and any company in which the Company or any such holding company holds or controls directly or indirectly not less than 20% of the issued share capital.
- **Confidentiality:** As an employee of Wells Fargo, you will have access to Wells Fargo's Confidential Information. The Confidential Information remains the sole property of Wells Fargo or any Group Company. You must not, either during (except in the proper course of your duties) or after the termination of your employment, without the prior written consent of the Company, directly or indirectly, divulge, use or otherwise disclose to any person whatsoever, the Confidential Information, either for your own or for another's benefit. You must use your best endeavors to protect the Confidential Information and prevent unauthorized disclosure or misuse of the Confidential Information. You must immediately notify the Company should you suspect unauthorized disclosure or misuse of the Confidential Information and, where required, assist the Company in any proceedings taken by the Company for alleged unauthorized disclosure and/or misuse of the Confidential Information. You must enter into any other confidentiality agreement or provide confidentiality undertakings as required by the Company from time to time to protect its business interests and those of its customers and any Group Company. For the purpose of this clause, "Confidential Information" means any trade secrets or confidential information relating to or belonging to the Company or any Group Company, in any form or format, including but not limited to: (i) business strategy, plans and dealings; (ii) product lines, services, price and cost information, marketing plans; (iii) staff salaries and terms and conditions, personnel history; (iv) secrets, dealings, transactions, lists or affairs of any clients of the Company or any Group Company; (v) business accounts, finances, profit margins and financial records; (vi) business forms and operating procedures, policies and practices; (vii) technical data and software; (viii) intellectual property and inventions; (ix) any information in

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remaining with the Company for at least twelve (12) months, the Company is offering you a one-time joining bonus of ₹170,000.00 less statutory deductions, to be paid on the regular payroll date following the date of your joining in accordance with the following terms and conditions. One time joining bonus will not be paid to you if, for any reason, you fail to commence your employment or your employment terminates prior to the payroll date noted above.

1. You agree to repay the joining bonus if within 12 months of the date of joining (a) your employment is voluntarily terminated by you for any reason; or (b) your employment is involuntarily terminated by the Company for Cause in accordance with the terms of the employment agreement or other applicable policies and procedures.
2. You agree that the amount of joining bonus to be returned in accordance with above section 1 may be by way of deduction from amounts the Company is to pay you, subject to applicable law. If no such deductions are made, or if the deductions made are insufficient to repay the entire amount, you shall be obliged to pay the Company all outstanding amounts. The Company shall be entitled to take all reasonable steps to recover any amounts that you fail to repay.
3. You agree that these terms may not be modified except in writing and no waiver, release or forgiveness of your indebtedness will be valid unless in writing and signed by an authorized officer of the Company.

These terms do not represent a commitment on the Company's part to retain your employment for any length of time. Your employment and each party's right to bring an end to such employment shall be in accordance with the employment agreement, the employee handbook, and applicable law.

#### Relocation Policy

As per Wells Fargo International Solutions Private LTD ("Wells Fargo" or "Company") relocation policy, you will be provided limited reimbursement of expenses related to travel and transportation of personal belongings from your current city of work to the Wells Fargo joining location.

The Wells Fargo relocation policy covers:

- One way economy class airfare for new joiner and family from current location of residence to WFI locations (Bangalore, Hyderabad or Chennai). Travel arrangements will be made by the WFI travel desk team (WFIndiatravel@wellsfargo.com). Contact your recruiter for further information.
- Upon acceptance of offer and post confirming the date of joining, the company will provide you with an opportunity to visit the Wells Fargo office location for a pre-joining visit including 2 nights and 3 days of stay at the company guest house for employee and one family member.
- New Joiner and family are eligible for a stay at joining (WFI) location up to 21 nights; initial accommodation booking will be for 14 nights & would be further extended by 7 nights basis employee request. This assistance has been provided to the employee in event they do not have initial place of stay and this acts as temporary accommodation until they find a place of stay and/or goods arrival. WFI travel team will do the travel and accommodation arrangements for new city accommodation. Other incidentals expenses per business travel policy can be claimed post joining WFI location within 30 days from date of joining. As per the income tax rules, any temporary accommodation provided beyond 15 days (continuous or cumulative) results in taxes to be borne by the new joiner.
- Reimbursement of expenses incurred towards shipment of household goods & one vehicle up to a maximum of INR 100,000 or the actual cost incurred, whichever is lower.
- Reimbursement of expenses incurred towards road tax & registration of one vehicle at Wells Fargo office location up to a maximum of INR 50,000 or the actual cost incurred, whichever is lower.
- During the stay in the guest house, pick-up/drop will be provided for employee to commute to/from the guest house to office.
- The company will provide 2 days of relocation leave to be availed within 60 days from date of joining.
- Provision of house deposit advance for up to 6 months of rent paid or INR 2,00,000, whichever is lower. If availed, the advance amount will be recovered from your salary in 12 equal monthly installments.
- Reimbursement of onetime expense incurred towards house search for 1 month of rent paid or INR 50,000, whichever is lower.
- Reimbursement of expense incurred towards one time non-refundable school deposit paid or INR 50,000 per child, whichever is lower.
- As per the company policy, you are required to submit all relocation assistance expense bills for reimbursement. You have to claim the relocation expenses through MyPay within 3 months from date of joining. Do note that some of the categories will also be subject to tax. Refer to the Relocation guideline document for more information.
- Notwithstanding anything to the contrary herein, you agree to repay the amount reimbursed to you as part of relocation assistance if within 12 months of the date of joining (a) your employment is voluntarily terminated by you for any reason; or (b) your employment is involuntarily terminated by the Company for Cause in accordance with the terms of your employment contract or other applicable policies and procedures.
- You agree that the amount of relocation expense to be returned (as mentioned above) may be by way of deduction from amounts the Company is to pay you, subject to applicable law. If no such deductions are made, or if the deductions made are insufficient to repay the entire amount, you shall be obliged to pay the Company all outstanding amounts. The Company shall be entitled to take all reasonable steps to recover any amounts that you fail to repay.

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<<USE IF TRAINING IS INCLUDED:

• **Training Period:** The first Enter Duration would be a period of induction and extensive training ("Training Period"), during which Wells Fargo would take care of boarding and lodging, and transport to office and back, and you would be paid a stipend of INR Enter Stipend Amount (Stipend Spelled Out) per Enter Frequency.>>

<<USE IF TRAINING IS NOT INCLUDED:

• **Training Period:** The first fifteen days, you would be going through induction and extensive training programs, as may be required by Wells Fargo.>>

• **Separation During Training:** For separation during the Training Period Wells Fargo may give one weeks' notice of separation to you in writing, for reasons including but not limited to:

- Failure to submit the relevant academic certificates as per the eligibility criteria laid down for a specific role
- Failure to obtain the required CGPA/GPA/the percentage of aggregate marks in each of the subjects, as may be laid down by Wells Fargo as an eligibility criteria or
- Violation of Wells Fargo's Code of Ethics and Business Conduct during the time of training at Wells Fargo premises or at Wells Fargo sponsored training venues and/or Wells Fargo provided accommodation
- If it believes that you lack the capability to progress to probation. Lack of capability may include, but is not confined to, the following:
  - poor performance, i.e., failing to achieve the standards specified in the training program
  - poor performance in assessments, i.e., failing to achieve the standards specified in this training during the assessments

• **Provisional Certificate:** This offer of employment is subject to successful submission of your provisional certificate /final year mark sheet without any arrears on or before 22nd Feb 2023 . In the event you fail to submit the provisional certificate/mark sheet substantiating the fact that you hold the required qualification, Wells Fargo, at its discretion, shall revoke this offer of employment in its entirety.

This offer is contingent on a successful background screening.

As per the Wells Fargo International Solutions Private LTD policy, you are required to keep all compensation related information confidential.

Please confirm on or before August 03, 2022 otherwise this offer letter will be considered null and void. By agreeing to this, you attest to the authenticity of all your submitted information. We look forward to receiving your acceptance of this offer.

For Wells Fargo International Solutions Private LTD,

Chandrasekhar Narayana Bhatta  
Recruiting Senior Manager

Annexure 'A' Compensation and Benefits Summary

July 29, 2022

Employee Name: Mr Sree Venkata Karthikeya Kota  
Designation: Program Associate

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Your total annual compensation package is as follows:

Basic: ₹455,000.00

Flexible Allowances: ₹768,514.50

Provident Fund: ₹54,600.00

Gratuity: ₹21,885.50

Total Monthly Gross: ₹108,333.33

**Total Annual Fixed Compensation: ₹1,300,000.00**

Total Variable Compensation (only for first year of eligibility)\*: ₹130,000.00

**Total Cost to Company: ₹1,430,000.00**

Insurance Benefits and other benefits shall be provided to employees, as per the existing Company policy and may be amended from time to time. Any statutory benefits (including, but not limited to maternity leaves where applicable) that may be provided under the applicable laws will also be available to eligible employees.

Notwithstanding anything herein, Wells Fargo may at its sole discretion amend or repeal discretionary benefits without giving any notice to employees. It is hereby declared that benefits provided to employees (except Total fixed Compensation) are not the consideration of the employment. Currently, Insurance Benefits are as under:

- Group Medical Insurance = INR 500,000 for all Employees (Coverage for Employee, Spouse, Children and Parents). Parental Medical insurance limit would be INR 200,000. This is a sub-limit of the overall annual benefit limit and will cover either one or both parents.
- Personal Accident Cover = 3 times total annual fixed compensation
- Term life cover = 3 times total annual fixed compensation
- Please note that the above mentioned sum towards the Total Variable Compensation ("TVC") is not an entitlement but a discretionary pay out and therefore, only an indicative number, which will vary from year to year based on your performance and the performance of the Company and parent company. This variation will also impact the Total Cost To Company and the figure will change accordingly.
- The actual TVC pay-out is subject to change basis several factors, and shall be decided by Wells Fargo at its discretion. In order to be eligible for TVC payout, you should be employed for more than 3 (three) months of the performance period. Employees that are no longer on company payroll or are serving notice period as on the TVC payout date will not be eligible for the TVC payout.

Your offer also includes a guaranteed Retention Bonus of INR 400000, less statutory deductions. The Retention Bonus would be spread into three years.

Retention Bonus at end of Year 1 (25%) – INR 100000 after 1 Year

Retention Bonus at end of Year 2 (25%) – INR 100000 after 2 Years

Retention Bonus at end of Year 3 (50%) – INR 200000 after 3 Years

Retention Bonus total – INR 400000

The payment of the Retention Bonus is subject to:

- (a) You being in employment on the payment date (and not serving out a period of notice, given either by the Company or the Employee); and
- (b) You being in good standing (i.e. not subject to current or pending corrective action) on the payment date.

#### Annexure 'B' List of Documents to be submitted prior to joining Wells Fargo

1. Education provisional certificate and mark sheets of the highest qualified degree / professional qualification.
2. Experience Certificate and Relieving Letter (and/or Acceptance of resignation letter) of last two employers.

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# WILEY

PRIVATE & CONFIDENTIAL

April 25, 2022

Annabathula Venkatesh,

D. no: 20-107-9/15, Near Bhajana Kovala, Golla Veedhi,  
Town Kotha Road, Visakhapatnam - 530001

## LETTER OF EMPLOYMENT

Dear Venkatesh,

The basic terms and conditions of your employment are as set out in this Letter of Employment. This document incorporates the written particulars of employment with Wiley India Private Limited (will be referred to as "the Company" hereafter) required to be given to you by statute.

### 1. Job Title

1.1 You will be employed as **Mthree Alumni - Junior Support Associate** and would be reporting to the **Alumni Engagement Manager** or any other person nominated by the Company as maybe. Such position and title information are merely descriptive and not intended to limit your duties or functions or guarantee you a certain job. Furthermore, your designation and role may be changed by the Company upon giving prior notice to you.

1.2 Your first three months (90 days) of employment with Wiley are classified as probation. At the completion of three months services, your performance will be assessed by your manager and provided that you are performing to the standard required, your appointment will be confirmed in writing. Until receipt of a written notification of having successfully passed the probationary period, your employment shall be deemed probationary. If deemed necessary, your probation may be extended for a maximum further period of three months.

At any time during the probationary period, termination of this contract shall be 30 Days' notice or pay in lieu thereof by either party.

1.3 You are expected to perform all duties which may be required of you in this role as assigned by your Superior.

1.4 Wiley India Private Limited may, at its discretion, require you to perform additional or other duties, not within the scope of your normal duties and may at its discretion amend your Job Description at any time. During the period of your employment, you shall whenever require by the Company, undertake such traveling in India and elsewhere in connection with or in relation to the business of the Company. You may also be placed in the work premises of any client of the Company, as may be determined by the Company at its sole discretion.

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#### CORPORATE OFFICE:

1402, 14th Floor, World Trade Tower,  
Plot No. C-1, Sector - 16, NOIDA - 201301  
T +0120 6291100

csupport@wiley.com | www.wiley.com | www.wileyindia.com

Wiley India Pvt. Ltd. is a private limited company registered in India.  
Registered office address: 4436/7, Ansari Road, Daryaganj, New Delhi 110002, India  
CIN No.: U74899DL1999PTC099286



  
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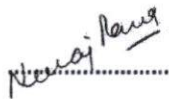
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# WILEY

## 12.10. Notices.

All notices pursuant to this letter agreement shall be in writing and shall be deemed duly given when delivered to the respective office of the parties at the address set forth above or to such address notified by a Party from time to time, and shall be deemed to have been received (i) upon delivery in person; (ii) upon receiving acknowledgment by registered post acknowledgement due (RPAD); (iii) upon transmittal by confirmed e-mail or facsimile, provided that if sent by e-mail or facsimile, a copy of such notice shall be concurrently sent by RPAD, with an indication that the original was sent by e-mail or facsimile and the date of its transmittal.

Signed for and on behalf of Wiley India Private Limited by

  
.....

**NEERAJ RANA, SENIOR MANAGER HRBP & HR COUNTRY LEAD – INDIA**

I accept employment on the terms outlined in this Contract.

Signature of Employee.....



Name of Employee: **Annabathula Venkatesh**

### CORPORATE OFFICE:

1402, 14th Floor, World Trade Tower,  
Plot No. C-1, Sector – 16, NOIDA – 201301  
T +0120 6291100

csupport@wiley.com | www.wiley.com | www.wileyindia.com

Wiley India Pvt. Ltd. is a private limited company registered in India  
Registered office address: 4436/7, Ansari Road, Daryaganj, New Delhi 110002, India  
CIN No.: U74899DL1999PTC099286



  
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# WILEY

## Annexure I Salary Breakup

Name:  
Designation:  
Date of joining:

**Annabathula Venkatesh**  
**Mthree Alumni - Junior Support Associate**  
**April 25, 2022**

Components	Cost to the Company (Rs.)	
	Monthly	Annual
Basic	33,000	396,000
House Rent Allowance	16,500	198,000
Special Allowance	4,875	58,500
<b>Gross Salary</b>	<b>54,375</b>	<b>652,500</b>
Employer Provident Fund*	3,960	47,520
<b>CTC (Cost to the Company)</b>	<b>58,335</b>	<b>700,000</b>
<b>Reimbursements/Benefits</b>		
Mediclaim Insurance (For immediate family only)		400,000
Accidental Insurance	Three times of your annual gross salary*	
Life Insurance	Three times of your annual gross salary*	
<b>Total cost to company (at the time of joining)</b>		<b>700,000</b>
<b>Total cost to company (after successful completion of 6 months and subject to excellent performance reviews)</b>		<b>800,000</b>
<b>Total cost to company (after successful completion of 12 months and subject to excellent performance reviews)</b>		<b>900,000</b>
<b>Total cost to company (after successful completion of 18 months and subject to excellent performance reviews)</b>		<b>1,100,000</b>
*gross salary for new joiner will be as on their DOJ and for following years, it will be as on April 30 of that year.		

CORPORATE OFFICE:  
1402, 14th Floor, World Trade Tower,  
Plot No. C-1, Sector - 16, NOIDA - 201301  
T +0120 6291100

csupport@wiley.com | www.wiley.com | www.wileyindia.com

Wiley India Pvt. Ltd. is a private limited company registered in India  
Registered office address: 4436/7, Ansari Road, Daryaganj, New Delhi 110002, India  
CIN No.: U74899DL1999PTC099286



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**SURAMPALAM - 533 437**



### APPOINTMENT LETTER

January 18, 2022

Dear Chandana Sri Kandi,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

#### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

#### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

#### 3. Other Benefits:

You will also be eligible for



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**10. Training Agreement:**

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least 12 months** commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

**11. Notice Period & Termination:**

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

**12. Pre Joining Program (PJP):**

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,  
For Wipro Limited,



**Aparna Shailen**  
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

**ANNEXURE I****DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

**Noted below are a few examples of conflict of interest:**

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or



  
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I Chandana Sri Kandi, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

### ANNEXURE III

#### SALARY OFFER SHEET

Name: **Chandana Sri Kandi**

Position: **Project Engineer**

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.



### ANNEXURE - IV

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& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ Accept

☐ Decline

☒ Signature Chandana Sri Kandi 18/1/2022 7:21 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

**Wipro Limited** T : +91 (80) 2844 0011  
Doddakannelli F : +91 (80) 2844 0054  
Sarjapur Road E : info@wipro.com  
Bengaluru 560 035 W : wipro.com  
India C : L32102KA1945PLC020800

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Kapileswarapu Durga Suresh, you are signed in. My Account Options

My Job Cart (0 items) | Sign Out

Job Search	My Jobpage	Offers	Tasks
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## Offer Letter

[Printable format](#)

Please click on the "Printable Format" Link to save a copy of the offer letter in PDF format. Please scroll down to Accept the E-Offer.



SEZ Unit 2-7th Floor, IT Building, M/s. Qubix Business Park Pvt. Ltd. SEZ, near Rajiv Gandhi Infotech Park, Phase-1 Hinjewadi, Pune- 411 057 Tel: 02066046000/67119000

Ref:704125

Date: March 11, 2022

**Mr Kapileswarapu Durga Suresh**

20-1241/2, Near Papa Gari Shop, Industrial Colony ,  
Dowlaiswaram, Andhra Pradesh  
India - 533124.

**Dear Kapileswarapu Durga Suresh,**We are pleased to confirm our offer of employment to you as **Associate Software Eng.** in Grade **G1**.

During your training cum probation period of 12 months, you are entitled to an annual gross compensation package of **Rs.550,000 (Rupees Five Lakh Fifty Thousand Only)** (Including Loyalty Bonus Applicable only once, on completion of 1st year from Date of joining) the breakup for which is given in Annexure A.

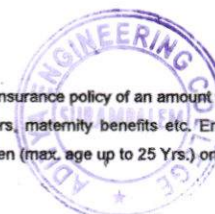
On successful completion of training cum probation period, you will be extended a full-time employment and your grade shall stand revised to G2. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria. Tax liability will be as per Income Tax rules.

### LOCATION

The company may require you to work at any of the company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

### MEDICLAIM INSURANCE

- Employee + Spouse + 2 Children: All employees are entitled to a coverage of Group Mediciam Insurance policy of an amount with maximum limit of Rs.3,00,000/- (Rupees Three Lakhs Only) from the day one with features like family floaters, maternity benefits etc. Employee can cover himself/herself and immediate family members i.e., legally wedded spouse and 2 dependent children (max. age up to 25 Yrs.) only.



*Dr. G. S. J.*  
**PRINCIPAL**  
**Aditya Engineering College**  
**SURAMPALEM**





Annexure A		
SALARY STRUCTURE	PER MONTH	PER ANNUM
BASIC	11,250	135,000
HOUSE RENT ALLOWANCE	5,625	67,500
CONVEYANCE ALLOWANCE	1,600	19,200
FIXED ALLOWANCE	12,268	147,210
MEAL COUPON	2,200	26,400
GIFT CARD	417	5,000
FLEXI PLAN	0	0
<b>A</b>	<b>33,360</b>	<b>400,310</b>
MEDICAL ALLOWANCE	1,250	15,000
LEAVE TRAVEL ASSISTANCE	1,000	12,000
<b>B</b>	<b>2,250</b>	<b>27,000</b>
<b>C = A + B</b>	<b>35,610</b>	<b>427,310</b>
PROVIDENT FUND	1,350	16,200
GRATUITY	541	6,490
<b>D</b>	<b>1,891</b>	<b>22,690</b>
<b>E = C + D</b>	<b>37,501</b>	<b>450,000</b>
Loyalty Bonus* (Applicable only once, on completion of 1st year from Date of joining)		100,000
<b>CTC = E + Loyalty Bonus</b>		<b>550,000</b>

\*Note- "If you remain continuously employed by the Company and provided that you have not received any type of Disciplinary Action, the Company will pay you a bonus in an amount of Rs. **100,000**, less applicable withholdings and deductions (the "Loyalty Bonus"). The Loyalty Bonus will be paid in a lump sum, post completion of one year along with confirmation appraisal."

Sincerely  
For Xoriant Solutions Pvt.Ltd

*Vaishali Walimbe*

Vaishali Walimbe  
Director, Talent Acquisition

HR Signatory  
Actual Date of Joining:

Agreed & Accepted on

Kapileswarapu Durga Suresh

Agreed & Accepted on

Kapileswarapu Durga Suresh



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Date: 13<sup>th</sup> Nov 2021

To,  
Mr Ramachandrarao Chikkala  
Surampalem

**OFFER OF EMPLOYMENT**

Dear Ramachandrarao,

We are happy to offer you the role of "Software Engineer, Zaggle Prepaid Ocean Services Pvt Ltd. based at Hyderabad.

- 1) You are required to join us on or before 10<sup>th</sup> January 2022 as an Intern – Rs. 25000/- Per Month Stipend  
Internship Duration – 10<sup>th</sup> January – 30<sup>th</sup> June, 2022 Hyderabad Location
- 2) Your compensation shall be as follows, from 01<sup>st</sup> July 2022, as a Software Engineer  
(A) Fixed Pay Rs. 8,00,000/- PA (Rs. Eight Lakhs Per Annum)
- 3) Your mandatory term of employment with Zaggle shall be for the period of 18 months from your date of joining.

This offer is been made based on the information furnished by you at the time of interview and subsequent interactions.

If there is any discrepancy in the information you have shared /documents / certificates furnished by you, Zaggle retains the right to withdraw this offer.

You will be governed by the Terms and Conditions of the company, which are subject to change from time to time. You shall be issued appointment letter with detailed terms of services on the date of joining.

You are requested to submit the documents as per the annexure attached to this letter at the time of joining.

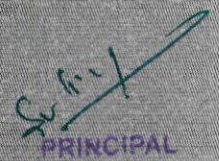
Upon your joining you will be assigned to Reporting Manager, who would discuss with you the roles & responsibilities for your job.

Please sign the duplicate copy of this letter and return it as a token of your acceptance of this offer and confirming your date of joining Zaggle.

We look forward to your acceptance and welcoming you to the Zaggle family soon.

Sincerely,  
For Zaggle



  
PRINCIPAL

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SURAMPALAM

Zaggle Prepaid Ocean Services Pvt. Ltd.

Regd. Office: Plot No 8, CSR Estate, Sector-1, HUDA Techno Enclave, Madhapur, Hyderabad, Telangana - 500081

Ph: 040 23119049 | CIN No. U65999TG2011PTC074795 | www.zaggle.in



**15. Confidentiality of Salary Information**

You are required to strictly maintain the secrecy of salary and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company. In the similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages and are expected not to discuss or disclose the same to any member of the client staff.

**16. Inventions / Innovations Rights**

The company reserves its right on any innovations / inventions / discoveries / products made / developed during your employment with the company and you should not make any claims on the said innovations / discoveries, etc.

**17. Income Tax Liability**

The Income Tax liability with regards to your salary and perks will be your liability and will be governed by the tax laws of the country as applicable from time to time.

**18. Superannuation**

The employee would be superannuated from the services of the organization on attaining the age of 58 years. Your date of birth as per official records would be taken into consideration as per the Date of Birth record submitted at the time of joining.

**19. Relieving Formality**

All the related documents relating to the Organization need to be submitted to the concerned reporting authority before relieving from the employment. All information relation to the Business Status, work status need to be updated to the concerned people with a view to have uninterrupted flow of work during the Transition. On last day of the employment NO DUE FORM should be filled up with all the authorized signatories and to be submitted to HR for full and final settlement.

**20. Non - Competition clause.**

After leaving the employment of the company, you will not carry out any business activity that are identical to that of Zaggle business domain, nor employee yourself in a firm/company carrying similar business for a minimum period of 12 months from exit to avoid any conflict of Interest. Moreover, you will not solicit any Zaggle employee and/or customer within 12 months of leaving the company.

The Terms and conditions of Employment are based on Company Policies, Practices and other rules currently applicable and are subject to amendments from time to time. You will also abide by all other rules and regulations of the company, which shall be in force, from time to time.

In all matters, including those not specifically covered here and not limited to such as traveling, Leave, etc., you will be governed by the rules of the company framed from time to time.

I have read the above terms and conditions of employment and would hereby confirm strict adherence to the same

Name: Ramachandrabao Chikkala

Designation:

Place: Pentakota

Date: 14-11-2021

Ch. Ramachandrabao Rao  
Signature of the Employee



**Save | Propel | Edge | Select**

**Zaggle Prepaid Ocean Services Pvt. Ltd.**

Regd. Office: Plot No 8, CSR Estate, Sector-1, HUDA Techno Enclave, Madhapur, Hyderabad, Telangana - 500091

Ph: 040 23119049 | CIN No: U65999TG2011PTC074795 | www.zaggle.in

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**SURAMPALAM**





**Personal & Confidential**

Date: February 16, 2022

Ms. Deepthi Muttineni

**Sub: Offer Letter**

Dear Deepthi,

With reference to the discussion, you had with us, we are pleased to offer you employment as an Associate Software Engineer. Details of your compensation structure and the terms and conditions of employment are mentioned in the Appendix. Applicable tax will be deducted on all your earnings as per Income Tax norms.

To help ZeMoSo Technologies Pvt. Ltd meets its accelerated growth plan, we would appreciate your joining us not later than **August 17, 2022.**

You are requested to submit the following documents/certificates at the time of joining.

1. One set of photocopies of all academic & Employment certificates
2. Copy of your passport
3. 2 Passport Size photographs
4. Copy of your PAN

You are requested to peruse the Terms and Conditions of employment and as a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. These Terms and Conditions of your offer as mentioned in this letter supersede any prior letter, discussions, undertakings or communications to you.

We welcome you to ZeMoSo Technologies Pvt. Ltd. and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please feel free to contact [hr@zemosolabs.com](mailto:hr@zemosolabs.com)

Yours faithfully,  
For Zemoso Technologies Pvt. Ltd.

**Ananda Kishore Roy**  
Director

**Acceptance**

I hereby accept the position and terms and conditions of employment offered. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer. I will be joining on August 17, 2022.



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CIN: U72200TG2012PTC084361

8TH FLOOR, SURVEY NO. 75, 76, MJR MAGNIFIQUE, RAIDURG CROSS ROADS, NEAR RAIDURG POLICE STATION, GACHIBOWLI ROAD,  
HYDERABAD-500008



**Appendix**  
**Compensation Structure**

<b>A (1) - Fixed Compensation: Salary</b>	<b>Annual - In INR</b>	<b>Monthly - In INR</b>
Basic Salary	INR 240,000.00	INR 20,000.00
House Rent Allowance (HRA)	INR 96,000.00	INR 8,000.00
Special Allowance	INR 184,200.00	INR 15,350.00
<b>A (2) - Fixed Compensation: Allowance</b>		
Conveyance Allowance	INR 19,200.00	INR 1,600.00
Lunch Allowance	INR 24,000.00	INR 2,000.00
Medical Allowance	INR 15,000.00	INR 1,250.00
<b>A (3) - Other Emoluments</b>		
Provident Fund - Employers Contribution	INR 21,600.00	INR 1,800.00
<b>Total Paid Out Compensation*</b>	<b>INR 600,000.00</b>	<b>INR 50,000.00</b>
Annual Performance Linked Incentive (APLI)**	INR 50,000.00	
Long Service Incentive (LSI)***	INR 39,000.00	
<b>Cost To Company</b>	<b>INR 689,000.00</b>	

**Insurance Coverage**

<b>Medical Insurance Coverage</b>	1. Group Medical Insurance Coverage up to INR 2,00,000/- for Self, Spouse, 2 Children and 2 Parents 2. Retail Super Top Up Insurance of up to INR 10,00,000/- for Self, Spouse and 2 Children with specific waiting periods applicable. This policy triggers once Group Medical Insurance Coverage of INR 2,00,000/- is exhausted
<b>Group Personal Accident Insurance Coverage</b>	INR 10,00,000/- coverage for employee
<b>Group Term Life Insurance Coverage</b>	Coverage under the Term Life Insurance for the employee for approximately up to two times the annual Cost To Company

**Note:**

**Fixed Compensation\***

Your gross base annual salary is INR 6,00,000/- (Indian Rupees Six Lakhs only), which will be paid monthly in arrears.

**APLI\*\***

1. All APLI (Annual Performance Linked Incentive) payouts are dependent on yours as well as company's performance
2. You will be eligible for APLI only if you are a confirmed employee and have not resigned or serving notice period
3. Your APLI will be prorated for your total period of service till Mar of every year
4. APLI payouts if announced, will happen between May to Jun every year. If APLI payments are announced, your eligibility to receive APLI will depend on your successfully meeting all conditions specified in clause 2 above

**LSI\*\*\***

1. Your first LSI (Long Service Incentive) payout will happen along with your monthly payroll once you complete 2 years of Service. You will be eligible for a LSI amount of **INR 78,000/- (Indian Rupees Seventy Eight Thousand Only)**.
2. Your second LSI (Long Service Incentive) payout will again happen along with your monthly payroll once you complete 3 years of service. You will be eligible for a LSI amount of **INR 1,08,000/- (Indian Rupees One Lakh Eight Thousand Only)**.
3. You will be eligible for LSI only if you are a confirmed employee and have not resigned or serving notice period
4. All LSI payments are subject to the applicable company policy on LSI as on the date of your eligibility
5. If there is a change in the company policy on LSI, the LSI you have accrued till the date of the policy change will be prorated accordingly and paid to you

All your incomes will be subject to taxation as per norms



*S. G. V.*

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To,

Ms. Sri Haritha Motukuri

Address: Samalkot

Human Resources

ZF India Pvt. Ltd.

Reference No: 25699

Date: June 14<sup>th</sup>, 2022

Subject: Offer of Employment.

Dear Sri Haritha Motukuri,

Congratulations!

You would be pleased to know that subsequent to your application and interviews you had with us, we are offering you the position of Engineer at the ZF, India Pvt Limited, Hyderabad, subject to the following:

1. We would look forward to onboard you on or before July 11<sup>th</sup>, 2022 unless a revised date has been agreed between yourself and the Company. This offer is valid only for 7 days from the date of receipt therefore you are required to acknowledge your acceptance by signing and returning the duplicate copy of this letter at the earliest. In case you fail to join the company on the above-mentioned date the stated offer stands withdrawn.
2. Upon joining, your compensation for your position is described in Annexure I.
3. You would be on probation period for first 6 Months from your Date of joining, based on your satisfactory performance letter of confirmation will be issued. During the probation period, either party may feel free to terminate the employment agreement by providing the other party one month notice in writing or payment in lieu thereof.
4. Post completion of probation period, your contract of employment is liable to be terminated on either side, by three months' notice in writing or three month's salary in lieu of such notice.
5. As per Company Policy, age of retirement is 60 years.
6. Your employment will be governed by the terms and conditions detailed in Annexure II hereto
7. This offer is being made in good faith based on the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks. In case of any discrepancies it can result into withdrawal/cancellation of this offer or employment at any time with immediate effect.

ZF India Private Limited

Registered Office:

B-38, MIDC - Chakan Industrial Area, Phase II,  
Vasuli, Tal: Khed, Pune - 410501

Tel: +91 2135 624 700, Fax: +91 2135 624 701

CIN: U74999PN2007FTC130569

www.zf.com

ZF India Private Limited  
Technical Centre India (TCI)Unit 1: 11th and 12th (Q1&Q4) Floors, "Centaurus by Phoenix", Sy.no 203 (P), Manikonda  
Village, Rajendra Nagar Mandal, Ranga Reddy District, Telangana - 500032Unit 2: 10th and 9th (Q1&Q4) Floors, "Centaurus by Phoenix", Sy.no 203 (P), Manikonda  
Village, Rajendra Nagar Mandal, Ranga Reddy District, Telangana - 500032.Unit 3: 7th (Q4) and 8th (Q1 & 4) Floors, "Centaurus by Phoenix", Sy.no 203 (P), Manikonda  
Village, Rajendra Nagar Mandal, Ranga Reddy District, Telangana - 500032





8. You shall keep the contents of this offer confidential.
9. You are requested to report at the following address by 9.00am. Please contact Jaiprakash Uttla on +919848919392 to complete the joining formalities. Please bring along all the documents listed in Annexure III.

For any queries with regard to offer letter, feel free to contact Mr. Bhanu Siliveru, Recruiting Centre on Bhanu.siliveru@zf.com and the undersigned Devanand Chavan Head of Recruiting Centre on Devanand.chavan@zf.com

We take pleasure in welcoming you to our organization and looking forward to a long association with the Company.

With warm regards,

For ZF India Pvt. Ltd.,

*(K. S. Suman)*

Entity Head HR

Enclosures:

Annexure I – Compensation Details & Allowances

Annexure II – Terms and Condition of Employment

Annexure III -Joining Check List

*Devanand*

Head of Recruiting center, India

I have read and understood the terms of this Offer letter and all Annexures thereto. I accept this offer letter and confirm my date of joining.

Name: Sri Haritha Motukuri

Date:

Signature: \_\_\_\_\_



ZF India Private Limited  
Registered Office:  
B-38, MIDC - Chakan Industrial Area, Phase II,  
Vasuli, Tal: Khed, Pune - 410501  
Tel: +91 2135 624 700, Fax: +91 2135 624 701  
  
CIN: U74999PN2007FTC130569  
www.zf.com

ZF India Private Limited  
Technical Centre India (TCI)

Unit 1: 11th and 12th (Q1&Q4) Floor, "Centaurus by Phoenix", Sy.no 203 (P), Manikonda Village, Rajendra Nagar Mandal, Ranga Reddy District, Telangana - 500032.

Unit 2: 10th and 9th (Q1&Q 4) Floors, "Centaurus by Phoenix", Sy.no 203 (P), Manikonda Village, Rajendra Nagar Mandal, Ranga Reddy District, Telangana - 500032.

Unit 3: 7th (Q4) and 8th (Q1 & 4) Floors, "Centaurus by Phoenix", Sy.no 203 (P), Manikonda Village, Rajendra Nagar Mandal, Ranga Reddy District, Telangana - 500032

*Se (ing)*  
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## Annexure I

WEF : 11-July-2022

Name : Sri Haritha Motukuri

Position : Engineer

Sr. No	Components	Description	Monthly	Yearly
A	Wages Basic	51% of Fixed Guaranteed Cash	22,873 INR	2,74,471 INR
B	Flexi Component Basket	49% of Fixed Guaranteed Cash	21,976 INR	2,63,708 INR
	Fixed Guaranteed Cash (A+B)		44,848 INR	5,38,179 INR
C	Retiral Benefits			
	i) Employers Contribution to Provident Fund	12% of INR 15000/-	1,800 INR	21,600 INR
	ii) Gratuity	4.85% of Wages	1,109 INR	13,312 INR
	Total Annual Salary (A+B+C)			5,73,091 INR
D	Performance Incentive (With 100% Opportunity)	5.00% of Fixed Guaranteed Cash		26,909 INR
	Total CTC per annum (A+B+C+D)			6,00,000 INR

## Note:

- You will be eligible for retention bonus of INR 100000 after completion of 1<sup>st</sup> Year with ZF.
- Salary revision will be due in the beginning of the next financial year. This salary revision will be based on Annual Fixed Guaranteed Cash and will be prorated according to the period spent with the Company from your date of joining. This salary revision will be decided based on employees' performance and organization reserves the right to modify or remove on salary revision process.
- Any employee hired on or after 1st January will be covered in the subsequent year's Annual Salary Review process. Employees hired on or after 1st October will be eligible for annual salary review on prorated basis and will be paid upon confirmation.
- The above compensation structure may be changed by the Company, at its sole discretion, from time to time.
- Any amounts claimed under Additional Benefits will be subject to deduction of tax at source. The entitlements automatically lapse if not claimed in the respective financial year.



Principal  
Aditya Engineering College  
SURAMPALAM

ZF India Private Limited

Registered Office:

B-38, MIDC - Chakan Industrial Area, Phase II,

Vasuli, Tal: Khed, Pune - 410501

Tel: +91 2135 624 700, Fax: +91 2135 624 701

CIN: U74999PN2007FTC130569

www.zf.com

ZF India Private Limited

Technical Centre India (TCI)

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