

# 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 2019 - 20

S. No.	Roll Number	Name of the Student	Name of the Employer	Page Number
1	16A91A1205	Avvari Sai Sirisha	Alliens Group	1 - 3
2	16A91A0527	Sai Durga Rajyalakshmi Kurumalla	Aptroid	4 - 5
3	16A91A1209	Chikkala Veera Vijaykrishna	Cognizant	6 - 7
4	16A91A1214	Gandham Lakshmi Sowparnika	Cognizant	8 - 9
5	16A91A0494	Majji Hemasri Venkata Narasimhamurthy	Divami	10 - 12
6	16A91A0530	Manikanta Manchiganti	Divami	13 - 15
7	16A91A04A6	Rajyalakshmi Siva Perabattula	Divami	16 - 18
8	16A91A04I1	Vikhitha Akkina	Divami	19 - 21
9	16A91A04M2	Atchutamba Penugonda	DXC	22 - 23
10	16A91A04M5	Mantri Bheemeswara Swamy	DXC	24 - 25
11	16A91A0532	Matcha Venkata Vyshnavi	DXC	26 - 27
12	16A91A05D5	Ganta Mounika	DXC	28 - 29
13	16A91A0436	Sai Kalyan Marthi	Efftronics	30 - 31
14	16A91A04K0	Anjani Poorna Kancherla	Efftronics	32 - 34
15	17A91F0031	Miriyala Sai Swarupa	Efftronics	35 - 36
16	16A91A1230	Maruthi Lahari	Extramarks	37
17	16A91A1231	Mohammed Abdulla	Extramarks	38
18	16A91A04L2	Manyam Srinivas	Full Creative	39 - 40

S. No.	Roll Number	Name of the Student	Name of the Employer	Page Number
19	16A91A0509	Duddupudi Siva Naga Swathi	GGK Tech	41
20	16A91A0435	Mamidisetty Ambica Prasad Bala	Hexaware Technologies	42
21	16A91A0244	Avasarala Sri Ramya Nihaarika	Hexaware Technologies	43
22	16A91A1208	Chandrika Mallipudi	Hexaware Technologies	44
23	16A91A0539	Thanuja Pedapudi	Hexaware Technologies	45
24	16A91A0515	Garikipati Sai Prathyusha	Hexaware Technologies	46
25	16A91A0211	Geddam Pavani Kumari	Hi - Tech Arai (JKM HR) Limited	47
26	16A91A0220	Magapu Uma Maheswari	Hi - Tech Arai (JKM HR) Limited	48
27	16A91A0226	Dandamudi Sumasri	Hi - Tech Arai (JKM HR)	49
28	16A91A0232	Rayavarapu Jhansi Ishwarya	Hi - Tech Arai (JKM HR)	50
29	16A91A0233	Saka Srilakshmi	Hi - Tech Arai (JKM HR)	51
30	16A91A0248	Gogu Durga Lahari	Hi - Tech Arai (JKM HR)	52
31	16A91A0254	Metla Dhana Asha Satya Mounik	Hi - Tech Arai (JKM HR)	53
32	17A95A0233	Kunche Meena	Hi - Tech Arai (JKM HR)	54
33	17A95A0243	Paramalla Bhuvana Sai	Hi - Tech Arai (JKM HR)	55
34	16A91A03A2	Chintamnidi Ramya	Hi - Tech Arai (JKM HR)	56
35	16A91A03B1	Geddam Nivya	Hi - Tech Arai (JKM HR)	57
36	16A91A0203	Bhargava Devi Visweswari	Hi - Tech Arai (JKM HR)	58
37	16A91A0213	Indana Sri Krishna Priya	Hi - Tech Arai (JKM HR)	59
38	16A91A0594	Tejaswini Muppina	Infosys	60 - 62
39	16A91A0580	Swathi Priyanka Karri	Keka Technologies	63 - 64
40	16A91A0589	Purushotam Kumar Sah	Keka Technologies	65
41	16A91A05A0	Chakradhar Peddi	Keka Technologies	66



S. No.	Roll Number	Name of the Student	Name of the Employer	Page Number
42	16A91A1253	Venkata Janakirama Sripad Kotra	L&T Nxt	67 - 69
43	16A91A0455	Tekumudi Venkata Praveen	LTI	70 - 72
44	16A91A05D4	Hema Ganiseti	LTI	73 - 75
45	16A91A1224	Lalitha Kameswari Jandhyala	LTI	76 - 79
46	16A91A0522	Varalakshmi Kora	LTI	80 - 82
47	16A91A0568	Bonam Naveen	MAQ	83 - 84
48	16A91A1251	V Sai Sri Prathyusha	Multiplier Ai Solutions	85
49	16A91A0148	Vinnakota Raghu Bhaskar	Robo Group (Tiventek)	86
50	16A91A0163	Eeta Sairam	Robo Group (Tiventek)	87
51	16A91A0182	Munaga Sai Prudhvi	Robo Group (Tiventek)	88
52	16A91A1228	Maddala L Satya Sai Venkata Surya Teja	Rythmos India	89 - 90
53	16A91A0524	Kotinadam Parnika	Savantis Solutions	91
54	16A91A0412	Bhamidipati Sri Haripriya	Savantis Solutions	92
55	16A91A0414	Gunnam Satya Sai Veera Siva Kr	Savantis Solutions	93
56	16A91A04K6	Kotha Akhila	Savantis Solutions	94
57	16A91A04M0	Vadrevu Lakshmi Prasad	Savantis Solutions	95
58	16A91A1207	Boda Mahalakshmi Sri Kavya	Savantis Solutions	96
59	16A91A05A8	Seeram Vasantha Lakshmi	Talentio	97 - 98
60	16A91A1217	Ajay Teja Gorla	Tavant Technologies	99 - 102
61	16A91A0420	V V K R D S Kakkirala	TCS NQT	103 - 105
62	16A91A0492	Priyanka Kusumanchi	TCS NQT	106 - 108
63	16A91A04B5	Deepak Talari	TCS NQT	109 - 111
64	16A91A1243	Sikha Nagakameswari Sreelekha	Tech Mahindra	112

S. No.	Roll Number	Name of the Student	Name of the Employer	Page Number
65	16A91A0504	Anupoju Govinda Sai Suresh	Thoughtclan Technologies	113 - 114
66	16A91A1225	Akshitha Koppaka	T-Systems	115 - 116
67	16A91A05D9	Gummalla Harshitha	Valuelabs	117
68	16A91A0487	Kanda Divya	Web Synergies	118
69	16A91A0454	Hyndavi Sunkari	ZENQ	119 - 120
70	16A91A0542	Rainee	ZENQ	121

Date: 22 Jan, 2020.

## OFFER LETTER

Dear **Sai Sirisha**,

We are pleased to appoint you for the position of **HR Executive**. We extend this offer, and the opportunity it represents, with great confidence in your abilities & experience. You are expected to join our Company on or before **30 TH January, 2020**.

Your roles and responsibilities will be discussed with you by your Reporting Manager once you are on board. Your employment with us will be governed by policies referred in the Company Policy Handbook.

The following are the terms and conditions of our Company **M/s Aliens Developers Private Limited**.

**Compensation and Benefits:** Your Annual Cost To Company will be **INR 1,99,200/-** (Rupees One Lakh Ninety nine thousand two hundred rupees only). The compensation details are strictly confidential between the Company and yourself and it shall be maintained at all times. The details of the compensation are indicated in Annexure.

**Place of Posting:** Your place of posting will be at Hyderabad. However, during employment with the Company, the Company reserves the right to post you/transfer you to any of the offices/projects/divisions/departments/units/Associates' Offices of the Company existing or to be set at any other location in India or abroad.

**Probation and Confirmation:** You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable either by the Company or by you by giving thirty (30) days prior notice period and without the need to provide a reason. On completion of probation period of 6 months, you will be deemed to be confirmed in the services of the Company, unless otherwise intimated.

**Increment and Career Progression:** Increments are not automatic but any increase in your compensation and future prospects in the Company shall entirely depend on your efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors including your performance, potential for next role and Company's performance.

**Recovery:** In the event of separation from services of the company (separation can also include termination on performance grounds), within 12 months of joining, the Company has the right to recover the amount if paid to you in the form of notice period buy-out/relocation reimbursement/joining bonus or any other expenses incurred which are not part of the compensation structure.

**Termination:** On confirmation of your employment, either party- shall give 60 days' notice in writing or salary in lieu thereof to the other for termination of this employment. It is made explicitly clear that if the employee avails any leave during the notice period, the period of notice of sixty (60) days shall get proportionately extended by the days equivalent to the leave availed during the period. Payment of salary in lieu of notice on termination is at the sole discretion of the Management.

### Code of Conduct

- Your designation is merely indicative of the responsibilities, which you are required to carry out. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory, or other functions and you will be bound to carry out such functions.
- You will devote full time to the work of the Company and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.
- As long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or

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possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.

- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- You will forthwith inform the Company of any change in your residential address.
- You will observe work timings as applicable to your location and place of work in compliance with the policies.
- Upon leaving the Company, you will not take with you any drawing, blue print or other reproduction or data, tables, calculations, letters or any other writing copy of writing of any nature whatsoever pertaining to the business of the Company or any of its subsidiaries.

### Other Terms & Conditions

- You will be entitled to leave in accordance with the Company policy.
- It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.
- During the period of your employment with us, if you achieve any invention, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and such improvements.
- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Private Limited,



Deepak Mahesh  
Head – Human Resources

### Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

Signature  
Name:

Note: Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment. 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. If you have any questions, please contact HR department.

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**Annexure**

Salary Details		
Annual Cost to Company		
<b>Part A</b>		
<b>Components</b>	<b>Mont hly</b>	<b>Yearly</b>
Basic Salary	₹ 5,950	₹ 71,400
HRA	₹ 3,514	₹ 42,168
Bonus	₹ 488	₹ 5,856
Washing Allowance	₹ 879	₹ 10,548
Attendance Allowance	₹ 4,105	₹ 49,260
<b>Gross Salary</b>	<b>₹ 14,936</b>	<b>₹ 1,79,232</b>
Employee Contribuiton of PF	₹ 712	₹ 8,544
Employee Contribuiton of ESI	₹ 120	₹ 1,440
<b>Net Salary</b>	<b>₹ 15,768</b>	<b>₹ 1,89,216</b>
Employer Contribution of PF	₹ 712	₹ 8,544
Employer Contribution of ESI	₹ 120	₹ 1,440
<b>Total Fixed Component</b>	<b>₹ 16,600</b>	<b>₹ 1,99,200</b>
<b>Part B</b>		
Variable Component		
(Payable on performance basis)		

Accepted.

Signature  
Name:  
Date:

End of Annexure.



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# Aptroid Consulting (India) PVT. LTD.

## Contingency Offer Letter

December 11, 2019

**Sai Durga Rajyalakshmi Kurumalla,**  
H.No: 1-181, Nallababu Gari Street,  
U.J. Puram, Prathipadu Mandal,  
Andhra Pradesh- 522019

Dear **Kurumalla,**

Congratulations! We are impressed with your performance in interview with us and the information provided by you in your employment application and during selection process. We are pleased to offer you employment with us as **Software Trainee**. Your commencing remuneration will be INR. **300000** CTC (Cost-To-Company) per annum.

You are entitled for an annual bonus of INR. **100000** at company's discretion.

This offer is valid for 2 days and stands nullified, if you do not confirm the acceptance of our offer letter with in this validity period. If you accept our offer, please sign second copy of this letter as confirmation of your willingness to join, and provide us the date of joining within the validity period. Aptroid Consulting India Pvt Ltd. may revoke this contingency offer letter, at any time with or without written notice for any lawful reason. When you join us, you have to submit the required documents as per the annexure and sign the employment agreement. Your appointment is subject to verification of references, submission of all documents, and veracity of information provided by you.

Prior to your acceptance, HR Partner will provide you copies of employment agreement, salary structure and appointment terms. HR Partner and Delivery Head will also orient you about organization, its expectations about your deliverables and provide clarifications for any queries you might have. This offer will become valid only after you certify that you have been provided with all information about the employment you might be required / want to know.

We look forward to welcoming you to Aptroid Consulting.

Sincerely,

Date of Joining:

*Lalitha V*

**Lalitha V Chowdary**  
Sr. Manager - HR & Operations

**Sai Durga Rajyalakshmi Kurumalla**  
Date:

Encl: Required Documents List



*Sd/-*  
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**SURAMPALEM**

CIN No. U74999TG2017PTC119146

Aptroid Consulting (India) PVT. LTD.

Plot No. 573 - M - III, II-V Floors, Sri Ram Chandra Arcade, Film Nagar, Jubilee Hills, Hyderabad - 500 033

Tel: 040-3952 8181 | email: info@aptroid.com | www.aptroid.com

SALARY STRUCTURE		
Designation : Software Trainee		
Skill Level/ Grade: RC 4-3/ Team Member		
CTC Per Annum		300,000
Performance Incentive		
Meal Card Opt-in +		No
Base Per Month MBC + Retirals	Base per Annum ABC + Retirals	
25000		300,000
<p>! Components in Salary structure are indicative and as applicable at this point of time. Components within base compensation might change. However, there won't be any change in the sub totals of base compensation, incentive and total of CTC.</p> <p>+ Meal Card (food coupons) applicable at this point of time for those monthly base compensation is equal or higher than INR 50,000 PM at their option. It is part of the CTC.</p> <p># Additional benefits and not part of CTC and applicable as per company policy</p>		
!Components	Monthly	Annual
Basic	10,000	120,000
HRA	4,000	48,000
Special Allowance	8,486	101,832
Exgratia	833	9,996
Meal Card + Base Compensation (MBC / ABC)	23,319	279,828
PF Company contribution		14,400
ESI		-
Gratuity		5,772
Retirals Total		20,172
Gross Salary (base comp - meal card)	23,319	300,000
Less PF Employee Contribution	1,200	
Less Professional Tax	200	
Less ESI	FALSE	
TDS*		
*Based on your investments		
Net Salary	21,919	
! Base (BC + Retirals)	25,000	300,000
Benefits		
# Policy	Entitlement	Coverage-(INR)
Mediclaim – Health Insurance	You, Your Spouse & Your Children	300,000
Personal Accident Insurance	You	200,000
Life Insurance	You	559,656



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16-Dec-2019

Dear Veera Vijaykrishna Chikkala,  
B.E / B.Tech, Information Technology  
Aditya Engg College East Godavari

Candidate ID – 13905939

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

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

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu  
Global Head-Talent Acquisition

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

Signature :

Date:



  
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## Annexure A

Name: Veera Vijaykrishna Chikkala

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	<b>Annual Gross Compensation</b>		<b>355,500</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>378,000</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	<b>Annual Total Remuneration</b>		<b>401,986</b>

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

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

# Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

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

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

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

\*\*\* **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

16-Dec-2019

Dear Lakshmi Sowarnika Gandham,  
B.E / B.Tech, Information Technology  
Aditya Engineering College ?

Candidate ID – 13905940

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

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

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

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Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.,**



Suresh Bethavandu

**Global Head-Talent Acquisition**

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

Signature :

Date:



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## Annexure A

Name: Lakshmi Sowparnika Gandham

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
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	<b>Annual Gross Compensation</b>		<b>355,500</b>
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	<b>Annual Total Compensation</b>		<b>378,000</b>
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3. Optimize your earnings

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

\*\*\* **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

# Offer of Employment

## UX Engineer

Majji Hema Sri Venkata Narasimha Murthy, 44-14-14/1, Annapurnampeta Thota Veedhi, Ramalayam Street, Near Thadithota, Rajahmundry, A.P- 533101

Dear Narasimha,

Following your interview with us, we are pleased to offer you the position of "UX Engineer" in Divami Design Labs Pvt. Ltd., subject to your acceptance of the terms and conditions contained herein.

## Compensation

We are pleased to offer you an annual compensation of 3.2 Lakhs per annum (Three Lakhs and twenty thousand Only) paid in monthly installments. The detailed breakup of the compensation is available in the Annexure.

## Prerequisite

You have to bring 3 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

## Place of work

You will report into our office at 3<sup>rd</sup> floor, #301, Vasista Bhavan, HIG - 9A & 10A, A.P.H.B Colony, Gachibowli, Hyderabad - 500032 on or before 19th August, 2019 at 9.30 AM. Your initial place of work would be at the above mentioned office and we may also depute you to any work, or assign your services to any of our existing or future affiliates, clients or associates.

## Internship Period

You will join us as an intern on/before 19th August, 2019. During the period of your internship, a stipend of Rs.12,500/- will be paid on a monthly basis to cover the living expenses. Post the internship, at the time of joining as a full time employee and subject to performance during the internship period, you will be entitled to the Actual CTC.

**divami**  
Divami Design Labs Pvt Ltd

#301, Vasista Bhavan, 3rd Floor, HIG - 9A & 10A, A.P.H.B Colony, Gachibowli, Hyderabad, India - 500 032  
+91 99591 58822, info@divami.com, www.divami.com  
CIN - U72200TG2008PTC062302



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PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437



- o directly or indirectly contact, seek or accept employment with any third party (including past, present or prospective customers) that you have interacted with, or have provided any services to whether directly or indirectly during the course of your employment with the company. You acknowledge that any violation of this obligation may result in legal proceedings for actual damages ensued to the Company; or
- o directly or indirectly, contact, recruit, solicit or hire any of the employees of the Company, or induce or attempt to induce any employee of the Company to terminate his/her employment with, or otherwise cease or damage his/her relationship with the Company.
- The offer is extended relying on your representation that you suffer no incapacities, either legal or contractual, from accepting this offer of employment or fulfilling any of the potential employment responsibilities, which may include but is not limited to, your non-compete obligations with your previous employer/s.

If you agree to these terms and conditions, kindly confirm your acceptance of our offer by signing and returning the duplicate copy of this letter for my attention within a week from the date of receipt of this letter.

We at Divami are impressed by your skills and hope that you shall help us build an even more successful Company, while developing an excellent career for yourself.

If you have any questions, please do not hesitate to call us. We welcome you to the Divami family and wish you a rewarding career over the years to come.

Yours sincerely,



Naveen Puttagunta

CEO

Divami Design Labs Pvt. Ltd.

I have read and understood the terms and conditions of the above Appointment Offer and I unconditionally accept the same without any reservations whatsoever.

Signed by:

Name:

Date:

**divami**  
Divami Design Labs Pvt Ltd

#301, Vasista Bhavan, 3rd Floor, HIG - 9A & 10A, A.P.H.B Colony, Gachibowli, Hyderabad, India - 500 032  
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CIN - U72200TG2008PTC062302



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ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437

**Annexure**

CTC Breakup

Components	Annual Amount (INR)	Monthly Amount (INR)
Basic Salary	1,28,000	10,667
House Rent allowance	51,200	4,267
Special allowance	125,440	10,453
Employer's contribution to PF	15,360	1280
Gross CTC	3,20,000	26,667

Typical Monthly Paycheck calculations

Components	Amount (INR)
Gross Salary	26,667
Deductions	
Professional Tax	200
Employer's contribution to PF	1280
Employee contribution to PF	1280
Income Tax (TDS) (approx.)*	0
Medical Allowance**	0
Monthly Take Home Salary (approx.)	23,907

\* Income Tax Deduction is based on your specific tax situation and may vary from the approximate amounts listed.

\*\*Medical allowance will be paid every quarter and will be tax deductible upon submission of medical receipts.

The employee and dependents (spouse and 2 children) will be covered under the company's group health insurance scheme with an annual coverage of 5 Lacs, and the employee will be covered for Term life Insurance of 5 times Annual CTC up to Rs.30 Lakhs. Both these plans are paid for by the company in addition to the CTC.



Naveen Puttagunta  
CEO

Accepted  
Employee Name:  
Date:

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Divami Design Labs Pvt Ltd

#301, Vasista Bhavan, 3rd Floor, HIG - 9A & 10A, A.P.H.B Colony, Gachibowli, Hyderabad, India - 500 032

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\* ADITYA ENGINEERING COLLEGE  
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# Offer of Employment

## UX Engineer

Manikanta Manchiganti, 4-207, Khadi Bhandar, Turangi, Kakinada, East Godavari District, A.P

Dear Manikanta,

Following your interview with us, we are pleased to offer you the position of "UX Engineer" in Divami Design Labs Pvt. Ltd., subject to your acceptance of the terms and conditions contained herein.

## Compensation

We are pleased to offer you an annual compensation of 3.2 Lakhs per annum (Three Lakhs and twenty thousand Only) paid in monthly installments. The detailed breakup of the compensation is available in the Annexure.

## Prerequisite

You have to bring 3 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

## Place of work

You will report into our office at 3<sup>rd</sup> floor, #301, Vasista Bhavan, HIG - 9A & 10A, A.P.H.B Colony, Gachibowli, Hyderabad - 500032 on or before 15th July, 2019 at 9.30 AM. Your initial place of work would be at the above mentioned office and we may also depute you to any work, or assign your services to any of our existing or future affiliates, clients or associates.

## Internship Period

You will join us as an intern on/before 15th July, 2019. During the period of your internship, a stipend of Rs.12,500/- will be paid on a monthly basis to cover the living expenses. Post the internship, at the time of joining as a full time employee and subject to performance during the internship period, you will be entitled to the Actual CTC.

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Divami Design Labs Pvt Ltd

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CIN - U72200TG2008PTC062302



Handwritten signature and date '11/7/19' over a purple stamp that reads 'SURAMPAL' and 'Divami Design Labs Pvt Ltd'.

- directly or indirectly contact, seek or accept employment with any third party (including past, present or prospective customers) that you have interacted with, or have provided any services to whether directly or indirectly during the course of your employment with the company. You acknowledge that any violation of this obligation may result in legal proceedings for actual damages ensued to the Company; or
- directly or indirectly, contact, recruit, solicit or hire any of the employees of the Company, or induce or attempt to induce any employee of the Company to terminate his/her employment with, or otherwise cease or damage his/her relationship with the Company.
- The offer is extended relying on your representation that you suffer no incapacities, either legal or contractual, from accepting this offer of employment or fulfilling any of the potential employment responsibilities, which may include but is not limited to, your non-compete obligations with your previous employer/s.

If you agree to these terms and conditions, kindly confirm your acceptance of our offer by signing and returning the duplicate copy of this letter for my attention within a week from the date of receipt of this letter.

We at Divami are impressed by your skills and hope that you shall help us build an even more successful Company, while developing an excellent career for yourself.

If you have any questions, please do not hesitate to call us. We welcome you to the Divami family and wish you a rewarding career over the years to come.

Yours sincerely,



Naveen Puttagunta

CEO

Divami Design Labs Pvt. Ltd.

I have read and understood the terms and conditions of the above Appointment Offer and I unconditionally accept the same without any reservations whatsoever.

Signed by:

Name:

Date:

**divami**

Divami Design Labs Pvt Ltd

#301, Vasista Bhavan, 3rd Floor, HIG - 9A & 10A, A.P.H.B Colony, Gachibowli, Hyderabad, India - 500 032

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CIN - U72200TG2008PTC062302



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Aditya Engineering College  
SURAMPALAM



### Annexure

#### CTC Breakup

Components	Annual Amount (INR)	Monthly Amount (INR)
Basic Salary	1,28,000	10,667
House Rent allowance	51,200	4,267
Special allowance	125,440	10,453
Employer's contribution to PF	15,360	1280
Gross CTC	3,20,000	26,667

#### Typical Monthly Paycheck calculations

Components	Amount (INR)
Gross Salary	26,667
Deductions	
Professional Tax	200
Employer's contribution to PF	1280
Employee contribution to PF	1280
Income Tax (TDS) (approx.)*	0
Medical Allowance**	0
Monthly Take Home Salary (approx.)	23,907

\* Income Tax Deduction is based on your specific tax situation and may vary from the approximate amounts listed.

\*\*Medical allowance will be paid every quarter and will be tax deductible upon submission of medical receipts.

The employee and dependents (spouse and 2 children) will be covered under the company's group health insurance scheme with an annual coverage of 5 Lacs, and the employee will be covered for Term life Insurance of 5 times Annual CTC up to Rs.30 Lakhs. Both these plans are paid for by the company in addition to the CTC.

  
Naveen Puttagunta  
CEO

Accepted  
Employee Name:  
Date:

**divami**

Divami Design Labs Pvt Ltd

#301, Vasista Bhavan, 3rd Floor, HIG - 9A & 10A, A.P.H.B Colony, Gachibowli, Hyderabad, India - 500 032

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# Offer of Employment

## UX Engineer

Rajyalaxmi Siva Perabattula, D.No.5-197, Kothapeta, Dowlaiswaram, Vemagiri, E.G Dist, A.P - 533125

Dear Rajyalaxmi,

Following your interview with us, we are pleased to offer you the position of "UX Engineer" in Divami Design Labs Pvt. Ltd., subject to your acceptance of the terms and conditions contained herein.

## Compensation

We are pleased to offer you an annual compensation of 3.2 Lakhs per annum (Three Lakhs and twenty thousand Only) paid in monthly installments. The detailed breakup of the compensation is available in the Annexure.

## Prerequisite

You have to bring 3 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

## Place of work

You will report into our office at 3<sup>rd</sup> floor, #301, Vasista Bhavan, HIG - 9A & 10A, A.P.H.B Colony, Gachibowli, Hyderabad - 500032 on or before 15th July, 2019 at 9.30 AM. Your initial place of work would be at the above mentioned office and we may also depute you to any work, or assign your services to any of our existing or future affiliates, clients or associates.

## Internship Period

You will join us as an intern on/before 15th July, 2019. During the period of your internship, a stipend of Rs.12,500/- will be paid on a monthly basis to cover the living expenses. Post the internship, at the time of joining as a full time employee and subject to performance during the internship period, you will be entitled to the Actual CTC.

**divami**

Divami Design Labs Pvt Ltd

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CIN - U72200TG2008PTC062302



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SURAMPALEM - 533 437



- o directly or indirectly contact, seek or accept employment with any third party (including past, present or prospective customers) that you have interacted with, or have provided any services to whether directly or indirectly during the course of your employment with the company. You acknowledge that any violation of this obligation may result in legal proceedings for actual damages ensued to the Company; or
- o directly or indirectly, contact, recruit, solicit or hire any of the employees of the Company, or induce or attempt to induce any employee of the Company to terminate his/her employment with, or otherwise cease or damage his/her relationship with the Company.
- The offer is extended relying on your representation that you suffer no incapacities, either legal or contractual, from accepting this offer of employment or fulfilling any of the potential employment responsibilities, which may include but is not limited to, your non-compete obligations with your previous employer/s.

If you agree to these terms and conditions, kindly confirm your acceptance of our offer by signing and returning the duplicate copy of this letter for my attention within a week from the date of receipt of this letter.

We at Divami are impressed by your skills and hope that you shall help us build an even more successful Company, while developing an excellent career for yourself.

If you have any questions, please do not hesitate to call us. We welcome you to the Divami family and wish you a rewarding career over the years to come.

Yours sincerely,



Naveen Puttagunta

CEO

Divami Design Labs Pvt. Ltd.

I have read and understood the terms and conditions of the above Appointment Offer and I unconditionally accept the same without any reservations whatsoever.

Signed by:

Name:

Date:

**divami**

Divami Design Labs Pvt Ltd

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CIN - U72200TG2008PTC062302



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SURAMPALEM - 533 437

## Annexure

### CTC Breakup

Components	Annual Amount (INR)	Monthly Amount (INR)
Basic Salary	1,28,000	10,667
House Rent allowance	51,200	4,267
Special allowance	125,440	10,453
Employer's contribution to PF	15,360	1280
Gross CTC	3,20,000	26,667

### Typical Monthly Paycheck calculations

Components	Amount (INR)
Gross Salary	26,667
Deductions	
Professional Tax	200
Employer's contribution to PF	1280
Employee contribution to PF	1280
Income Tax (TDS) (approx.)*	0
Medical Allowance**	0
Monthly Take Home Salary (approx.)	23,907

\* Income Tax Deduction is based on your specific tax situation and may vary from the approximate amounts listed.

\*\*Medical allowance will be paid every quarter and will be tax deductible upon submission of medical receipts.

The employee and dependents (spouse and 2 children) will be covered under the company's group health insurance scheme with an annual coverage of 5 Lacs, and the employee will be covered for Term life Insurance of 5 times Annual CTC up to Rs.30 Lakhs. Both these plans are paid for by the company in addition to the CTC.

Naveen Puttagunta  
CEO

Accepted  
Employee Name:  
Date:

**divami**

Divami Design Labs Pvt Ltd

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SURAMPALAM - 533 437



# Offer of Employment

## UX Engineer

Vikhitha Akkina, D.No. 1-27, Ramalayam Street, Singaram Palem, Gandepalli Mandal, E.G Dist, A.P - 533294

Dear Vikhitha,

Following your interview with us, we are pleased to offer you the position of "UX Engineer" in Divami Design Labs Pvt. Ltd., subject to your acceptance of the terms and conditions contained herein.

## Compensation

We are pleased to offer you an annual compensation of 3.2 Lakhs per annum (Three Lakhs and twenty thousand Only) paid in monthly installments. The detailed breakup of the compensation is available in the Annexure.

## Prerequisite

You have to bring 3 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

## Place of work

You will report into our office at 3<sup>rd</sup> floor, #301, Vasista Bhavan, HIG - 9A & 10A, A.P.H.B Colony, Gachibowli, Hyderabad - 500032 on or before 15th July, 2019 at 9.30 AM. Your initial place of work would be at the above mentioned office and we may also depute you to any work, or assign your services to any of our existing or future affiliates, clients or associates.

## Internship Period

You will join us as an intern on/before 15th July, 2019. During the period of your internship, a stipend of Rs.12,500/- will be paid on a monthly basis to cover the living expenses. Post the internship, at the time of joining as a full time employee and subject to performance during the internship period, you will be entitled to the Actual CTC.

**divami**

Divami Design Labs Pvt Ltd

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CIN - U72200TG2008PTC061302



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- o directly or indirectly contact, seek or accept employment with any third party (including past, present or prospective customers) that you have interacted with, or have provided any services to whether directly or indirectly during the course of your employment with the company. You acknowledge that any violation of this obligation may result in legal proceedings for actual damages ensued to the Company; or
- o directly or indirectly, contact, recruit, solicit or hire any of the employees of the Company, or induce or attempt to induce any employee of the Company to terminate his/her employment with, or otherwise cease or damage his/her relationship with the Company.
- The offer is extended relying on your representation that you suffer no incapacities, either legal or contractual, from accepting this offer of employment or fulfilling any of the potential employment responsibilities, which may include but is not limited to, your non-compete obligations with your previous employer/s.

If you agree to these terms and conditions, kindly confirm your acceptance of our offer by signing and returning the duplicate copy of this letter for my attention within a week from the date of receipt of this letter.

We at Divami are impressed by your skills and hope that you shall help us build an even more successful Company, while developing an excellent career for yourself.

If you have any questions, please do not hesitate to call us. We welcome you to the Divami family and wish you a rewarding career over the years to come.

Yours sincerely,



Naveen Puttagunta

CEO  
Divami Design Labs Pvt. Ltd.

I have read and understood the terms and conditions of the above Appointment Offer and I unconditionally accept the same without any reservations whatsoever.

Signed by:

Name:

Date:

**divami**  
Divami Design Labs Pvt Ltd

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CIN - U72200TG2008PTC062302



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SURAMPALEM - 533 437



## Annexure

### CTC Breakup

Components	Annual Amount (INR)	Monthly Amount (INR)
Basic Salary	1,28,000	10,667
House Rent allowance	51,200	4,267
Special allowance	125,440	10,453
Employer's contribution to PF	15,360	1280
Gross CTC	3,20,000	26,667

### Typical Monthly Paycheck calculations

Components	Amount (INR)
Gross Salary	26,667
Deductions	
Professional Tax	200
Employer's contribution to PF	1280
Employee contribution to PF	1280
Income Tax (TDS) (approx.)*	0
Medical Allowance**	0
Monthly Take Home Salary (approx.)	23,907

\* Income Tax Deduction is based on your specific tax situation and may vary from the approximate amounts listed.

\*\*Medical allowance will be paid every quarter and will be tax deductible upon submission of medical receipts.  
The employee and dependents (spouse and 2 children) will be covered under the company's group health insurance scheme with an annual coverage of 5 Lacs, and the employee will be covered for Term life Insurance of 5 times Annual CTC up to Rs.30 Lakhs. Both these plans are paid for by the company in addition to the CTC.



Naveen Puttagunta  
CEO

Accepted  
Employee Name:  
Date:

**divami**  
Divami Design Labs Pvt Ltd

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SURAMPALEM - 533 437



alekhya chinnu &lt;alekhyapenugonda21@gmail.com&gt;

**DXC Technology Offer Letter for Campus**

2 messages

DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxs.com>  
To: "alekhyapenugonda21@gmail.com" <alekhyapenugonda21@gmail.com>

Thu, Apr 30, 2020 at 10:42 PM



30 April 2020

Atchutamba Penugonda

Dear Atchutamba Penugonda,

We are pleased to extend to you an offer of employment with DXC Technology. This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

Lokendra Sethi

Lokendra Sethi

Vice President - Human Resources



PRINCIPAL  
Aditya Engineering College  
SURAMPALEM



30 April 2020

Atchutamba Penugonda

Dear Atchutamba Penugonda,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have the pleasure in appointing you as an Associate Professional Software Engineer at EIT Services India Pvt. Ltd., a DXC Technology Company. Your date of appointment is effective your date of joining, which shall be communicated to you shortly along-with your joining location.

Your appointment with DXC is on the following terms and conditions:

### 1 PAY and BENEFITS

Your Fixed Gross salary will be INR ₹342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR ₹360,000.00\*.

\*Subject to deduction of the statutory liabilities, if any.

#### 1.1 Basic Salary

You will be eligible for a Basic Salary. The amount towards the basic salary is INR ₹180,000.00.

#### 1.2. Flexible Benefit Plan (FBP):

You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

#### 1.3. Provident Fund:

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

#### 1.4. Gratuity:

You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

#### 1.5 Variable Pay Program

You will be eligible to participate in one of the Company's discretionary Incentive Compensation Plans based on the job assigned to you. Your annual target Incentive (at a payment of 100%) for the job title upon joining is INR ₹17,143. This incentive can vary depending on individual, group and company performance, and can be nil if one or more of the said criteria are not met.

Incentive Compensation Plans will be administered as per the provisions of the respective plans, details of



**DXC.technology**

21 Jun, 2020

**BHEEMESWARA SWAMY MANTRI**

D.No : 2-128/1, Near panchayat office, D.Polavaram, Tuni mandal

Tuni, 533401  
India

Dear **BHEEMESWARA SWAMY**,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as **Associate Professional Software Engineer** at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 2 Jul, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

#### **1 PAY and BENEFITS**

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00\*.

\*Subject to deduction of the statutory liabilities, if any.

##### **1.1 Basic Salary**

You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

##### **1.2. Flexible Benefit Plan (FBP):**

You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

##### **1.3. Provident Fund:**

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

##### **1.4. Gratuity:**

You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.



**PRINCIPAL**  
**Aditya Engineering College**  
**SURAMPALEM**





21 Jun, 2020

BHEEMESWARA SWAMY MANTRI

Dear BHEEMESWARA SWAMY,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,  
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Jun 22, 2020 17:53 GMT+5.5)

Lokendra Sethi  
Vice President - Human Resources

EIT SERVICES INDIA PRIVATE LIMITED (Formerly known as Hewlett-Packard GlobalSoft Private Limited)  
Registered Office: 39/40, Electronics City, Phase II, Hosur Road, Bangalore - 560100 Karnataka, India  
CIN: U72300KA2000PTC026968 | T +91 80 33862147 | www.dxc.technology



PRINCIPAL  
Aditya Engineering College  
SURAMPALEM



MATCHA VENKATA VYSHNAVI &lt;matchavenkatavyshnavi@gmail.com&gt;

**DXC Technology Offer Letter for Campus**

3 messages

DXC\_India\_CampusConnect &lt;DXCIndiaCampusConnect@dxc.com&gt;

Thu, Apr 30, 2020 at 10:34 PM

To: "matchavenkatavyshnavi@gmail.com" &lt;matchavenkatavyshnavi@gmail.com&gt;



30 April 2020

Matcha Venkata Vyshnavi

Dear Matcha Venkata Vyshnavi,

We are pleased to extend to you an offer of employment with DXC Technology. This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

Lokendra Sethi

Lokendra Sethi

Vice President - Human Resources



✓  
PRINCIPAL  
Aditya Engineering College  
SURAMPALEM



my acceptance of such terms.

**FOR Company**

Lokendra Sethi

**Lokendra Sethi**

Vice President - Human Resources

**FOR Employee**

**Name :**

**Date :**

DXC Technology India Private Limited (formerly CSC Technologies India Private Limited) - Unit 13, Block 2, SDF Buildings, MEPZ SEZ, Tambaram, Chennai 600 045, Tamil Nadu. Registered in India, 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.

**MATCHA VENKATA VYSHNAVI** <matchavenkatavyshnavi@gmail.com>  
To: DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxc.com>

Sat, May 2, 2020 at 10:26 PM.

[Quoted text hidden]

[Quoted text hidden]

M.V. Vyshnavi

Matcha Venkata Vyshnavi

Date:02/05/2020

**Candidate Physical Signature (to be completed first day of work)**

I accept the above referred Pay and Benefits and the general terms and conditions of employment



*S.V.*  
PRINCIPAL  
Agitya Engineering College  
SURAMPALEM



20 Jun, 2020

Mounika Ganta

Dear Mounika,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,  
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Jun 22, 2020 14:41 GMT+5.5)

Lokendra Sethi  
Vice President - Human Resources



PRINCIPAL  
Aditya Engineering College  
SURAMPALEM



that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

**11. Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

**12. Acceptance by Employee.** By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

**FOR Company**

Lokendra Sethi

Lokendra Sethi (Jun 22, 2020 14:41 GMT+5.5)

**Lokendra Sethi**

Vice President - Human Resources

**FOR Employee**

**Name : Mounika Ganta**

G.mounika

G.mounika (Jun 22, 2020 18:30 GMT+5.5)

**Date : Jun 22, 2020**



*21-1*  
PRINCIPAL  
Aditya Engineering College  
SURAMPALAM



EFF/HRD/20-21/OFF-RD/073

26-Dec-19

To,

**MR MARTHI SAI KALYAN,**  
S/O MARTHI RAVINDRA KUMAR,  
D NO:23-15-418, FF1, ABH1 ENCLAVE,  
NEAR BROTHEREN CHURCH,  
KORUKONDA ROAD,  
SUBHASH NAGAR,  
RAJAHMUNDRY-533101.  
ANDHRA PRADESH.



Dear **MR MARTHI SAI KALYAN,**

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

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

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

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

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

With Regards,  
For Efftronics Systems Pvt Ltd,

*T.B. Sankar*

(BHAVANI SANKAR T)  
VICE-PRESIDENT



*Signature*

**PRINCIPAL**  
**ADITYA ENGINEERING COLLEGE**  
**SURAMPALEM - 533 437**  
Developers: Embedded Systems, Software

Mfrs: Networking Data Loggers and LED Displays



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

**A PRODUCT DEVELOPMENT COMPANY**

An ISO 9001:2008 Company



**Separation:**

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



**With Regards,**  
**For Efftronics Systems Pvt Ltd,**

*T.B. Sankar*

**(BHAVANI SANKAR T)**  
**VICE-PRESIDENT**

---

**ACCEPTANCE FORM**

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

Date:

Place:

Signature of Parent/ Guardian

Signature of candidate

Page 3 of 3



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

EFF/HRD/20-21/OFF-RD/072

26-Dec-19

To,

MS KANCHERLA ANJANI POORNA,  
D/O K SRINIVASU,  
D NO: 11-1-10/2D,  
ISMAIL NAGAR,  
SAMALKOT,  
EAST GODAVARI DIST-533440,  
ANDHRA PRADESH.



Dear MS KANCHERLA ANJANI POORNA,

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

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

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

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

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

With Regards,

For Efftronics Systems Pvt Ltd,

T.B. Sankar

(BHAVANI SANKAR T)  
VICE-PRESIDENT



*Subh*  
PRINCIPAL  
Aditya Engineering College  
SURAMPALEM

Mfrs: Networking Data Loggers and LED Displays

Developers: Embedded Systems, Software



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

A PRODUCT DEVELOPMENT COMPANY

An ISO 9001:2008 Company

**The Terms and Conditions of this offer are:**

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



*Sub*  
PRINCIPAL  
Aditya Engineering College  
SURAMPALEM

Page 2 of 3



**Separation:**

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



With Regards,  
For Efftronics Systems Pvt Ltd,

T.B. Sankar

(BHAVANI SANKAR T)  
VICE-PRESIDENT

---

**ACCEPTANCE FORM**

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

Date:

Place:

Signature of Parent/ Guardian

Signature of candidate



Page 3 of 3

*[Handwritten Signature]*  
PRINCIPAL  
Aditya Engineering College  
SURAMPALEM





To provide insight for enhancing wealth

## EFFTRONICS SYSTEMS PVT. LTD.

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

☎ : +91 (866) 246-6675, 249-3375, Fax: +91 (866) 247-4097

e-mail: info@efftronics.com Website: www.efftronics.com

EFF/HRD/20-21/OFF-RD/068

26-Dec-19

To,

MS **MIRIYALA SAI SWARUPA**,  
D/O. MIRIYALA V.B. PRASAD,  
D NO: 66-5-8,  
SRI DURGA NILAYAM,  
ASHOK NAGAR,  
KAKINADA-4,  
EAST GODAVARI DIST-533003,  
ANDHRA PRADESH.



Dear MS **MIRIYALA SAI SWARUPA**,

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

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

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

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

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

With Regards,  
For Efftronics Systems Pvt Ltd,

*T.B. Sankar*

(BHAVANI SANKAR T)  
VICE-PRESIDENT



*✓*

PRINCIPAL

ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437

Mfrs: Networking Data Loggers and LED Displays

Developers: Embedded Systems, Software



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

A PRODUCT DEVELOPMENT COMPANY

An ISO 9001:2008 Company

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2. You are required to serve the company for a period of **2.5 Years** excluding the Training period.
3. You are required to submit all your **Original Academic Certificates on the date of Joining** and would be held with the company till the completion of your service agreement.
4. You are required to complete all the assignments given in the training period within the stipulated time period. In case of your inability to complete the given task; you will be dropped from the training.
5. If your training period extends on administration grounds, extension of training depends on the discretion of management.
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9. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.
10. You should not resign during the agreement period.



PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALAM - 533 437





Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 03-Dec-2019  
Name : Maruthi Lahari  
Location : Andhra Pradesh,  
Address : 2-66 Malkaram Malkaram(Post) , Khammam, Telangana - 507306

Dear Maruthi ,

Subject : Offer letter of employment as **Business Development Executive.**

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive.** Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **16-Dec-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/NDk1MTgyNTc=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **16-Dec-2019**.

Accepted

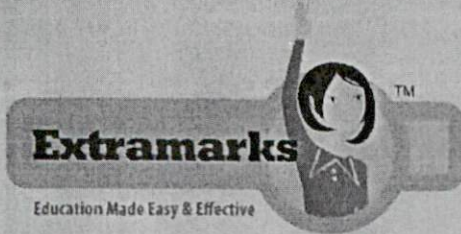


PRINCIPAL  
Aditya Engineering College  
SURAMPALEM

Registered Office : 506, Surya Kiran Building, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015ETC283323 / [www.extramarks.com](http://www.extramarks.com)





Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 03-Dec-2019

Name : Mohammed Abdulla

Location : Andhra Pradesh,

Address : 39-3-35 Masjid Street Opp:Kapu Mandapam Krishana , Vijayawada , Andhra Pradesh - 520010

Dear Mohammed Abdulla,

Subject : Offer letter of employment as **Business Development Executive.**

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **16-Dec-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MzUxNzg0Mzg=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

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Sincerely,

HR Department

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Accepted



PRINCIPAL  
Surya Engineering College  
SURAMPALEM

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114 / CIN : U80900DL2015FTC283323 / [www.extramarks.com](http://www.extramarks.com)





## Remote Internship Program (Remote Setup)- FULL Creative

2 messages

Kanagalakshmi <kanaga.hari@anywhere.co>  
Reply to: Kanagalakshmi <kanaga.hari@anywhere.co>  
To: [srinivasmanyam000@gmail.com](mailto:srinivasmanyam000@gmail.com)

Mon, 16 Nov, 2020 at 1:50 pm



Hi Srinivas,

FULL Creative is absolutely thrilled to have you onboard for the remote internship on 01 Dec 2020

We would like for you to do the following three steps as pre-steps for starting your onboarding process:

Step 1

Ascendas, Phase 1, 4th Floor, Pinnacle Building  
International Tech Park, 100, T. Nagar Road, Taramani,  
Chennai, Tamil Nadu 600 095



PRINCIPAL  
Agitya Engineering College  
SURAMPALEM

- The IT team requests you to schedule a time and day that is convenient for you, for them to be able to help you with the remote set up.
- Please use the following link to schedule the remote set up - [Schedule the remote setup](#)
- Take a screenshot of the booking page after scheduling the remote setup
- Please download the applications (necessary for your internship program) listed in the PDF file before you meet with the IT team for the remote setup
- Make sure you have your laptop, earphones and internet connection in place and ready on the day you have scheduled the remote setup
- Once it has been scheduled please make a note of the day and time

## Step 2

- Please send us an email to [fullhr@anywhere.co](mailto:fullhr@anywhere.co), with the screenshot of the remote setup booking page

Please feel free to call us at 7397498280 / 7448807299 or email us anytime you have a doubt or a query.

**Ensure that you respond to this email with a confirmation of your acceptance before 20 Nov 2020**

*Team*

*Human Resources*

**FULL**

Ascendas, Phase 1, 4th Floor, Pinnacle Building,  
International Tech Park, Taramani Road, Taramani,  
Chennai, Tamil Nadu 600113



*Srinivas*  
**PRINCIPAL**  
**Aditya Engineering College**  
**SURAMPALEM**

Regards,  
Kanagalakshmi H



STRICTLY PRIVATE AND CONFIDENTIAL

ggk tech  
Delivering Commitments

4 September, 2019

Ms. Siva Naga Swathi Duddupudi  
#1-48 Chilakapadu Undrajavaram,  
West Godavari, Andhra Pradesh - 534216  
8639144369

Dear Swathi,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

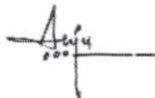
Position:	Trainee Software Engineer
Date of Joining:	July, 2020
Compensation:	Gross Compensation During the Training Rs.2,40,000/- (Rupees Two Lakh Forty Thousand only)
Notice Period:	Gross Compensation Upon successful completion of the training, Rs.4,50,000/- (Rupees Four Lakh Fifty Thousand only)
Place of Work:	In case of resignation / termination of services, either party will be required to give a two month notice in writing Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the organization or any one of its associates or customers, conducts business

If you choose to accept this job offer and comply with the terms and existing policies which are modified from time to time, we request you to confirm your acceptance by signing the offer letter and sending it across to us within 5 days, failing which this offer of employment is liable to be invalid.

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

We congratulate you on your appointment and wish you a long and successful career with GGK.

Sincerely,



Anju Singh  
Senior Manager – Human Resources



PRINCIPAL  
Aditya Engineering College  
SURAMPALAM

Guru Gowri Krupa Technologies Pvt Ltd, CIN No. U72200TG2004PTC043685  
RO: 14th Floor, Tower -1, Laxmi Infobhan Pvt Ltd Sy. No. 107/P, Kokapet, Gandipet Mandal, Hyderabad,  
Rangareddy – 500075, Telangana, Ph: +91 40 6763 8606

Letter of Intent

12 November 2019

**Mamidisetty Ambica Prasad Balaji**  
Aditya College of Engineering and Technology  
Surampalem

Dear **Mamidisetty Ambica Prasad Balaji**,

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

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in Chennai.

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.3.00 Lac per annum.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

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**  
Associate Vice President, Recruitment

*M. A.P. Balaji*



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



**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)



Letter of Intent



12 November 2019

AVASARALA SRI RAMYA NIHAARIKA  
Aditya College of Engineering and Technology  
Surampalem

Dear AVASARALA SRI RAMYA NIHAARIKA,

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

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in Chennai.

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.3.00 Lac per annum.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

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  
Associate Vice President, Recruitment

A.S.R. Nihaarika



PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALAM - 533 437

HEXAWARE TECHNOLOGIES LTD.

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(CIN) : L72900MH1992PLC069662 URL: [www.hexaware.com](http://www.hexaware.com)



Letter of Intent

12 November 2019

**Chandrika Mallipudi**  
Aditya College of Engineering and Technology  
Surampalem

Dear Chandrika Mallipudi,

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

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in Chennai.

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.3.00 Lac per annum.**

You are required to sign a service agreement for a period of 3 years before the start of training programme.

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.

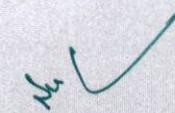
Yours faithfully,  
For **HEXAWARE TECHNOLOGIES LIMITED**

*Monica Mathur*

**Monica Mathur**  
Associate Vice President, Recruitment

*M. Chandrika*  
*(Chandrika Mallipudi)*



  
PRINCIPAL

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



**HEXAWARE TECHNOLOGIES LTD.**

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(CIN) : L72900MH1992PLC069662 URL: [www.hexaware.com](http://www.hexaware.com)



Letter of Intent

12 November 2019

**Thanuja Pedapudi**  
Aditya College of Engineering and Technology  
Surampalem

Dear **Thanuja Pedapudi**,

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

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in Chennai.

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.3.00 Lac per annum**.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

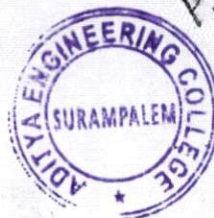
You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

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**

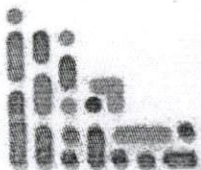
*Monica Mathur*

**Monica Mathur**  
Associate Vice President, Recruitment



*P.S.S.H.T. Thanuja*

*S. Anil*  
**PRINCIPAL**  
Aditya Engineering College  
SURAMPALAM



**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)

Letter of Intent

12 November 2019

**Garikipati Sai Prathyusha**  
Aditya College of Engineering and Technology  
Surampalem

Dear **Garikipati Sai Prathyusha**,

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

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in Chennai.

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.3.00 Lac per annum**.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

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**  
Associate Vice President, Recruitment

*G.S. Prathyusha*  
15-11-2019 .



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



To

Dear Mr. / Ms. **GEDDAM PAVANI KUMARI**

**Sub: Offer of Traineeship**


We pleased to inform you that you are selected as **Production Trainee**, based at our factory in Sriperumbudur, Kancheepuram District. A detailed letter of trainee order will be issued to you at the time of joining on the month of **July 2020**. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & document required at the time of joining:

1. Passport size photos.
2. All educational documents from X Std to Diploma/ UG provisional certificate.
3. Proof of personal identification & residential identification.

Wish you a best of luck.

For JKM AUTOMOTIVE,

  
Authorized Signatory.



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

To

Dear Mr. / Ms. **MAGAPU UHA MAHESHWARI**

**Sub: Offer of Traineeship**

We pleased to inform you that you are selected as **Production Trainee**, based at our factory in Sriperumbudur, Kancheepuram District. A detailed letter of trainee order will be issued to you at the time of joining on the month of *July 2020*. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & document required at the time of joining:

1. Passport size photos.
2. All educational documents from X Std to Diploma/ UG provisional certificate.
3. Proof of personal identification & residential identification.

Wish you a best of luck.

For JKM AUTOMOTIVE,

  
Authorized Signatory.



*su* ✓  
**PRINCIPAL**  
**ADITYA ENGINEERING COLLEGE**  
**SURAMPALEM - 533437**

**JKM HUMAN RESOURCES PRIVATE LIMITED**

F-67, 68 & 69, SIPCOT Industrial Park, Irrungattukottai, Sriperumbudur - 602 117.  
Kanchipuram District, Tamil Nadu, India. Tel : 44 4710 3255



To

Dear Mr. / Ms.

**DANDAMUDI SUMASRI.**

**Sub: Offer of Traineeship**

We pleased to inform you that you are selected as **Production Trainee**, based at our factory in Sriperumbudur, Kancheepuram District. A detailed letter of trainee order will be issued to you at the time of joining on the month of **July-2020**. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & document required at the time of joining:

1. Passport size photos.
2. All educational documents from X Std to Diploma/ UG provisional certificate.
3. Proof of personal identification & residential identification.

Wish you a best of luck.

For JKM AUTOMOTIVE,



Authorized Signatory.



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

**JKM HUMAN RESOURCES PRIVATE LIMITED**

F-67, 68 & 69, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur - 602 117.  
Kanchipuram District, Tamil Nadu, India. Tel : 44 4710 3255



To

Dear Mr. / Ms. **RAYAYARAPU JHANSI ISHWARYA.**

**Sub: Offer of Traineeship**


We pleased to inform you that you are selected as **Production Trainee**, based at our factory in Sriperumbudur, Kancheepuram District. A detailed letter of trainee order will be issued to you at the time of joining on the month of **August-2020**. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & document required at the time of joining:

1. Passport size photos.
2. All educational documents from X Std to Diploma/ UG provisional certificate.
3. Proof of personal identification & residential identification.

Wish you a best of luck.

For JKM AUTOMOTIVE,

  
Authorized Signatory.



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

**JKM HUMAN RESOURCES PRIVATE LIMITED**

F-67, 68 & 69, SIPCOT Industrial Park, Irrungattukottai, Sriperumbudur - 602 117.  
Kanchipuram District, Tamil Nadu, India. Tel : 44 4710 3255



To

Dear Mr. / Ms. SAKA SRILAKSHMI

**Sub: Offer of Traineeship**


We pleased to inform you that you are selected as Production Trainee, based at our factory in Sriperumbudur, Kancheepuram District. A detailed letter of trainee order will be issued to you at the time of joining on the month of August-2020. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & document required at the time of joining:

1. Passport size photos.
2. All educational documents from X Std to Diploma/ UG provisional certificate.
3. Proof of personal identification & residential identification.

Wish you a best of luck.

For JKM AUTOMOTIVE,

  
Authorized Signatory.



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

To

Dear Mr. / Ms. **GOGU DURGA LAHARI**

**Sub: Offer of Traineeship**

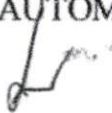
We pleased to inform you that you are selected as **Production Trainee**, based at our factory in Sriperumbudur, Kancheepuram District. A detailed letter of trainee order will be issued to you at the time of joining on the month of **August-2020**. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & document required at the time of joining:

1. Passport size photos.
2. All educational documents from X Std to Diploma/ UG provisional certificate.
3. Proof of personal identification & residential identification.

Wish you a best of luck.

For JKM AUTOMOTIVE,

  
Authorized Signatory.



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

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F-67, 68 & 69, SIPCOT Industrial Park, Irrungattukottai, Sriperumbudur - 602 117.  
Kanchipuram District, Tamil Nadu, India. Tel : 44 4710 3255





To

Dear Mr. / Ms.

**METLA DHANAASHA SAIYA MOONICA.**

**Sub: Offer of Traineeship**

We pleased to inform you that you are selected as **Production Trainee**, based at our factory in Sriperumbudur, Kancheepuram District. A detailed letter of trainee order will be issued to you at the time of joining on the month of ~~September~~ **September-2020**. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & document required at the time of joining:

1. Passport size photos.
2. All educational documents from X Std to Diploma/ UG provisional certificate.
3. Proof of personal identification & residential identification.

Wish you a best of luck.

For JKM AUTOMOTIVE,

Authorized Signatory.



**PRINCIPAL**

**ADITYA ENGINEERING COLLEGE  
SURAMPALAM - 538 437**

**JKM HUMAN RESOURCES PRIVATE LIMITED**

F-67, 68 & 69, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur - 602 117.  
Kanchipuram District, Tamil Nadu, India. Tel : 44 4710 3255

To

Dear Mr. / Ms.

**KUNCHE MEENA.**

**Sub: Offer of Traineeship**


We pleased to inform you that you are selected as **Production Trainee**, based at our factory in Sriperumbudur, Kancheepuram District. A detailed letter of trainee order will be issued to you at the time of joining on the month of ~~September-2020~~ **September-2020**. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & document required at the time of joining:

1. Passport size photos.
2. All educational documents from X Std to Diploma/ UG provisional certificate.
3. Proof of personal identification & residential identification.

Wish you a best of luck.

For JKM AUTOMOTIVE,

  
Authorized Signatory.



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

**JKM HUMAN RESOURCES PRIVATE LIMITED**

F-67, 68 & 69, SIPCOT Industrial Park, Irrungattukottai, Sriperumbudur - 602 117.  
Kancheepuram District, Tamil Nadu, India. Tel : 44 4710 3255





To

Dear Mr. / Ms. **PARAMALLA BHUVANA SAI**

**Sub: Offer of Traineeship**


We pleased to inform you that you are selected as **Production Trainee**, based at our factory in Sriperumbudur, Kancheepuram District. A detailed letter of trainee order will be issued to you at the time of joining on the month of **September-2020**. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & document required at the time of joining:

1. Passport size photos.
2. All educational documents from X Std to Diploma/ UG provisional certificate.
3. Proof of personal identification & residential identification.

Wish you a best of luck.

For JKM AUTOMOTIVE,

  
Authorized Signatory.



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

**JKM HUMAN RESOURCES PRIVATE LIMITED**

F-67, 68 & 69, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur - 602 117.  
Kanchipuram District, Tamil Nadu, India. Tel : 44 4710 3255

To

Dear Mr. / Ms.

CHINTA MNIDI RAMYA

**Sub: Offer of Traineeship**

We pleased to inform you that you are selected as Production Trainee, based at our factory in Sriperumbudur, Kancheepuram District. A detailed letter of trainee order will be issued to you at the time of joining on the month of September - 2020. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & document required at the time of joining:

1. Passport size photos.
2. All educational documents from X Std to Diploma/ UG provisional certificate.
3. Proof of personal identification & residential identification.

Wish you a best of luck.

For JKM AUTOMOTIVE,

Authorized Signatory.



PRINCIPAL

ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437

**JKM HUMAN RESOURCES PRIVATE LIMITED**

F-67, 68 & 69, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur - 602 117.  
Kanchipuram District, Tamil Nadu, India. Tel : 44 4710 3255



To

Dear Mr. / Ms. **GEDDAM NIYYA.**

**Sub: Offer of Traineeship**


We pleased to inform you that you are selected as **Production Trainee**, based at our factory in Sriperumbudur, Kancheepuram District. A detailed letter of trainee order will be issued to you at the time of joining on the month of **September-2020**. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & document required at the time of joining:

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2. All educational documents from X Std to Diploma/ UG provisional certificate.
3. Proof of personal identification & residential identification.

Wish you a best of luck.

For JKM AUTOMOTIVE,

  
Authorized Signatory.



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

**JKM HUMAN RESOURCES PRIVATE LIMITED**

F-67, 68 & 69, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur - 602 117.  
Kanchipuram District, Tamil Nadu, India. Tel : 44 4710 3255

To

Dear Mr. / Ms. **BHARGAVA DEVI VISWESWARI**

**Sub: Offer of Traineeship**

We pleased to inform you that you are selected as **Production Trainee**, based at our factory in Sriperumbudur, Kancheepuram District. A detailed letter of trainee order will be issued to you at the time of joining on the month of **July-2020**. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & document required at the time of joining:

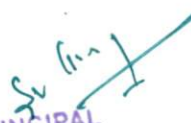
1. Passport size photos.
2. All educational documents from X Std to Diploma/ UG provisional certificate.
3. Proof of personal identification & residential identification.

Wish you a best of luck.

For JKM AUTOMOTIVE,

Authorized Signatory.



  
PRINCIPAL  
Aditya Engineering College  
SURAMPALEM

**JKM HUMAN RESOURCES PRIVATE LIMITED**

F-67, 68 & 69, SIPCOT Industrial Park, Irrungattukottai, Sriperumbudur - 602 117.  
Kanchipuram District, Tamil Nadu, India. Tel : 44 4710 3255





To

Dear Mr. / Ms. **INDANASRI KRISHNA PRIYA.**

**Sub: Offer of Traineeship**

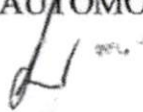
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Please bring the copies & document required at the time of joining:

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2. All educational documents from X Std to Diploma/ UG provisional certificate.
3. Proof of personal identification & residential identification.

Wish you a best of luck.

For JKM AUTOMOTIVE,

  
Authorized Signatory.



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

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Kancheepuram District, Tamil Nadu, India. Tel : 44 4710 3255

HRD/1000950783/20-21

February 18, 2021

Ms. Tejaswini Muppina  
1-47-14/4,  
Seetharampuram,  
Tuni-533401  
India

Ph: +91-9959756727

Dear Tejaswini,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

#### Joining

Your scheduled date of employment with us will be **03-Mar-2021**.

#### Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

#### Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.



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Aditya Engineering College  
SURAMPALEM



**ANNEXURE - I**  
(Compensation during the Training)

<b>COMPENSATION DETAILS</b> (All figures in INR per month)	
NAME	Ms. Tejaswini Muppina
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
<b>MONTHLY GROSS SALARY</b>	<b>22,328</b>

<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)	150

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>25,000</b>
<b>TOTAL GROSS SALARY</b>	<b>25,000</b>

<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	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				



✓  
**PRINCIPAL**  
**Aditya Engineering College**  
**SURAMPALEM**

**ANNEXURE - II**  
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Tejaswini Muppina			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
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)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	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				





**Fwd: Internship Opportunity | Technovert**

swathipriyanka karri <swathipriyanka28599@gmail.com>

Wed 21-Oct-20 2:52 PM

To: Placement Cell <tpo@aec.edu.in>

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

From: **Ravi Krishna Teja** <Ravikrishna.T@technovert.com>

Date: Wed, 10 Apr, 2019, 7:52 pm

Subject: Internship Opportunity | Technovert

To: swathipriyanka28599@gmail.com <swathipriyanka28599@gmail.com>

Dear **Swathi priyanka Karri**,

We are pleased to inform you that we wish to extend you an opportunity to work with us as an intern for a duration up to 3 months.

Role : Developer.

Start Date : 06 May, 2019.

End Date : 06 August, 2019.

During this tenure, you will be working on exciting live projects.

After the completion of the internship, based on evaluation of your performance we may extend a **pre-placement offer**. Should you choose to accept it, you will be required to continue to work with us as intern for **1 Year ( i.e, throughout your final year 4-1 & 4-2 )**, you can avail leaves during the Mid Exams/Project Reviews/End Semester Exams etc.

Since it's a paid Internship, you will receive a stipend of **15,000/Month**.

Please get the necessary approvals from the HOD of your respective department and the placement officer.

**Authorized Signatories:**

Signature:

Signature:

Head of Department  
Placement Officer



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

Kindly get the printout of this mail along with the required signatures on the day of joining.

Kindly revert for clarifications, if any.

**Thanks & Regards,**

**Ravi Krishna Teja**

*Talent Magnet*

*Technovert*



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**SURAMPALEM - 533 437**



## Fwd: Pre-Placement Offer @ Technovert Solutions

Purushotam Kumar Sah &lt;purushotam.s@technovert.net&gt;

Mon 05-Aug-19 4:00 PM

To: Placement Cell &lt;tpo@aec.edu.in&gt;;

----- Original Message -----

From: Kranthi Sunku &lt;Kranthi.s@Technovert.com&gt;

To: "purushotam.s@technovert.net" &lt;purushotam.s@technovert.net&gt;

Date: July 31, 2019 4:16 PM

Subject: Pre-Placement Offer @ Technovert Solutions

Hello Purushotam,

On behalf of Technovert, I am pleased to extend to you this offer of employment with us for the position of "Trainee Software Engineer".

You are required to continue your internship with us for the next one year starting effectively from Aug 05<sup>th</sup>, 2019. Post completion of your internship you will be appointed as a "Trainee Software Engineer".

The Offer Letter will be mailed to you soon with a description of your salary and other terms. You are requested to revert with your confirmation within 24 hours from the receipt of the offer letter.

Fondly anticipating a long term mutually beneficial association.

Note:

- The leave days taken for exams will be Un-paid leaves.
- You will have to sign an agreement for being in continuous employment with us for a minimum period of 1 year after the completion of 12 months internship.

Cheers,

Kranthi S

HR Manager | | TECHNOVERT

+91 7504201644



✓  
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SURAMPALEM - 533 437

## Fwd: Pre-Placement Offer @ Technovert Solutions

Chakradhar Peddi &lt;chakradhar.p@technovert.net&gt;

Mon 05-Aug-19 3:57 PM

To: Placement Cell &lt;tpo@aec.edu.in&gt;;

----- Original Message -----

From: Kranthi Sunku &lt;Kranthi.s@Technovert.com&gt;

To: "chakradhar.p@technovert.net" &lt;chakradhar.p@technovert.net&gt;

Date: July 31, 2019 4:16 PM

Subject: Pre-Placement Offer @ Technovert Solutions

Hello Chakradhar,

On behalf of Technovert, I am pleased to extend to you this offer of employment with us for the position of "Trainee Software Engineer".

You are required to continue your internship with us for the next one year starting effectively from Aug 05<sup>th</sup>, 2019. Post completion of your internship you will be appointed as a "Trainee Software Engineer".

The Offer Letter will be mailed to you soon with a description of your salary and other terms. You are requested to revert with your confirmation within 24 hours from the receipt of the offer letter.

Fondly anticipating a long term mutually beneficial association.

Note:

- The leave days taken for exams will be Un-paid leaves.
- You will have to sign an agreement for being in continuous employment with us for a minimum period of 1 year after the completion of 12 months internship.

Cheers,

Kranthi S

HR Manager | | TECHNOVERT

+91 7504201644



20/✓  
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ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437



Ref.: GET 2020 / IT / L&T NxT - AA051FF7

05-02-2020

**Mr. VENKATA JANAKIRAMA SRIPAD KOTRA**  
**ADITYA ENGINEERING COLLEGE**  
**Contact No. 91-9959692081**

Dear Sir,

**Sub: Appointment as Graduate Engineer Trainee**

Please find enclosed our offer of employment. We would advise you to insert your signature online and send your acceptance within 10 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

Further to the Pre-Employment Medical Checkup you are declared **MEDICALLY FIT** for employment with us.

You will be required to report at our **Chennai Head Quarters Office** for initial orientation program latest by **June 2020**. We will be intimating you regarding joining formalities in due course. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.


On completion of the joining formalities & orientation program, you will be required to proceed to your place of posting immediately.

While coming for the joining, you are requested to submit the following documents in original and a set of self-attested photocopies:

- S.S.L.C (10<sup>th</sup> Std) Certificate and Mark sheet - In Original
- H.S.C (12<sup>th</sup> Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original (Except final semester / final year, if results have not been declared) - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- 2 Passport size photographs (Mandatorily photo should be taken in business formals (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect.

**Yours Faithfully,**  
**for LARSEN & TOUBRO LIMITED**

  
**(BIKRAM K NAYAK)**  
**HEAD – HUMAN RESOURCES**

Registered Office:  
L&T House, N. M. Marg, Ballard Estate, Mumbai - 400 001. INDIA  
CIN: U28920MH1994PLC083035

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**Aditya Engineering College**  
**SURAMPALEM**

Ref.: GET 2020 / IT / L&T NxT - AA051FF7

05-02-2020

**Mr. VENKATA JANAKIRAMA SRIPAD KOTRA**  
**ADITYA ENGINEERING COLLEGE**  
Contact No. 91-9959692081

Dear Sir,

**Sub: Appointment as Graduate Engineer Trainee**

With reference to the interview you had with us, we have pleasure in selecting you as **GRADUATE ENGINEER TRAINEE** on the following terms and conditions, subject to:

- (a) Your passing the final Degree Examination in FIRST attempt and
- (b) Being found medically fit by the Company's Doctor.

1. Your period of training will be for twelve months from the date you report for training.
2. During the course of twelve months training period, you will carry out all directions and instructions issued to you by the Company, its officers and representatives diligently and faithfully carry out your duties and obligations. The course and manner of your training will be decided solely by the Company at its discretion and you may be required to work, as part of your training, in any one of the Departments / Offices / Projects of the Company and/or its Associates / Subsidiary Companies.
3. During the course of your training, the company will pay you the following salary:

PARTICULARS	AMOUNT (₹) (Office Based)	AMOUNT (₹) (Project Based)
STIPEND	15500/- P.M	15500/- P.M
FLEXIPAY1	25210/- P.M	24410 /- P.M
<b>TOTAL</b>	<b>40710/- P.M</b>	<b>39910 /- P.M</b>

You will be eligible for reimbursement of Site Compensatory Allowances when posted at Project Sites as follows:-

Site Compensatory Allowances (P.M)	Project Based
	₹ 3160/-P.M.

A lump sum amount of ₹ 60,000/- will be payable to Graduate Engineer Trainees on successful completion of training period.

You are also eligible to get Leave Travel Assistance ₹ 21,000/- after the completion of eleven months of your training period.

4. **Gratuity:** Your tenure of training of twelve months will not be reckoned as "Service" for the purpose of Gratuity.



*su* ✓  
PRINCIPAL  
Aditya Engineering College  
SURAMPALAM





Mr. VENKATA JANAKIRAMA SRIPAD KOTRA

L&T-NxT  
Landmark Bldg. 'A' Wing, 1st Floor  
Suren Road, Chakala, Andheri (East)  
Mumbai 400 093. INDIA  
Tel: +91 22 6134 2611  
www.Lntnxt.com

On arrival at our office, please contact our Recruitment Section along with the following documents in original and two attested Xerox copies

- S.S.L.C (10<sup>th</sup> Std) Certificate and Mark sheet - In Original
- H.S.C (12<sup>th</sup> Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original (Except final semester / final year, if results have not been declared) - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- 2 Passport size photographs (Mandatorily photo should be taken in business formals (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates

All communications/notice should be addressed to, **HR Department, L&T NxT, CRR Building, Mount Poonamallee Road, Manapakkam, PB No.979, Chennai-600089, Tamilnadu, India.**

Please give your acceptance online as a token of agreement to the terms and conditions thereof, within 10 days from the date of this offer. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

**Yours faithfully,  
for LARSEN & TOUBRO LIMITED**

**(BIKRAM K NAYAK)  
HEAD-HUMAN RESOURCES**

Encl: As above

I have read the letter and accept my selection and all the terms and conditions thereof.

(Signature)

Date: **Feb 7, 2020**

Page 4 of 4



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SURAMPALAM**

Registered Office:  
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Date: August 27, 2019

Ref: LTI/HR/Campus/2020

Name: TEKUMUDI VENKATA PRAVEEN

College: Aditya Engineering College

### OFFER OF EMPLOYMENT

Dear TEKUMUDI VENKATA PRAVEEN,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Graduate Engineer Trainee.

During the initial training period of 12 months, your CTC including all benefits will be Rs.3,50,000/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

### TERMS AND CONDITIONS

1. **Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. **Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



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PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437



4. **Background Verification**

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. **Service Agreement**

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. **Letter Acceptance**

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.lntinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

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

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

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

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar  
Sr. Manager - Campus  
Recruitment

I have read the letter and accept the same.

Signature and Date



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ADITYA ENGINEERING COLLEGE  
SURAMPALAM - 533 437

**ANNEXURE-1**

Name : <b>TEKUMUDI VENKATA PRAVEEN</b> Date : August 27, 2019		
Salary Grade : GET(I)		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		11,300
<b>A. Base Salary (PA)</b>	<b>315,602</b>	<b>26,300</b>
Annual Incentive	0	
<b>B. Total Variable (PA)</b>	<b>0</b>	
<b>C. Total Target Cash (A+B)</b>	<b>315,602</b>	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	4,140	
<b>D. Retirals &amp; Other Benefits</b>	<b>34,398</b>	
<b>Cost to Company (CTC) C+D</b>	<b>350,000</b>	



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



Date: August 27, 2019  
Ref: LTI/HR/Campus/2020  
Name: Hema Ganiseti  
College: Aditya Engineering College

**OFFER OF EMPLOYMENT**

Dear Hema Ganiseti,

**Welcome** to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,50,000/-** as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

**TERMS AND CONDITIONS**

**1. Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

**2. Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

**3. Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



*S. Gururaj*  
**PRINCIPAL**  
Aditya Engineering College  
SURAMPALEM

**4. Background Verification**

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

**5. Service Agreement**

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

**6. Letter Acceptance**

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltininfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

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

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

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

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

Yours faithfully,

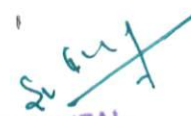
For Larsen & Toubro Infotech Ltd.



Nikhil Govekar  
Sr. Manager - Campus  
Recruitment

I have read the letter and accept the same.

Signature and Date



PRINCIPAL  
Aditya Engineering College  
SURAMPALAM



ANNEXURE-1

Name : Hema Ganiseti		Date : August 27, 2019
Salary Grade : GET(I)		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		11,300
A. Base Salary (PA)	315,602	26,300
Annual Incentive	0	
B. Total Variable (PA)	0	
C. Total Target Cash (A+B)	315,602	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	4,140	
D. Retirals & Other Benefits	34,398	
Cost to Company (CTC) C+D	350,000	



*[Signature]*  
PRINCIPAL  
Aditya Engineering College  
SURAMPALEM

Date: August 27, 2019

Ref: LTI/HR/Campus/2020

Name: Lalitha Kameswari Jandhyala

College: Aditya Engineering College

**OFFER OF EMPLOYMENT**

Dear Lalitha Kameswari Jandhyala,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Graduate Engineer Trainee.

During the initial training period of 12 months, your CTC including all benefits will be Rs.3,50,000/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

**TERMS AND CONDITIONS**

**1. Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

**2. Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

**3. Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



  
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**SURAMPALEM - 533 437**



4. **Background Verification**

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. **Service Agreement**

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. **Letter Acceptance**

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Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

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

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

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

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar  
Sr. Manager - Campus  
Recruitment

I have read the letter and accept the same.

\_\_\_\_\_  
Signature and Date



  
PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALAM - 533 437

ANNEXURE-1

Name : Lalitha Kameswari Jandhyala			Date : August 27, 2019		
Salary Grade : GET(I)					
Components	Rs. p.a.		Rs. p.m.		
Basic					15,000
Bouquet of Benefits					11,300
A. Base Salary (PA)	315,602				26,300
Annual Incentive	0				
B. Total Variable (PA)	0				
C. Total Target Cash (A+B)	315,602				
Provident Fund (PF)	21,600				1,800
Gratuity	8,664				722
Mediclaime Premium	4,140				
D. Retirals & Other Benefits	34,398				
Cost to Company (CTC) C+D	350,000				



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ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437



**Medical Insurance Premium**

The Group Mediciam Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

**Notes:**

1. Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2. H.R.A. will be deducted for accommodation (if any) provided by the Company.
3. You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
4. The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5. The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution
6. The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7. Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

\* Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

- You are required to declare your options under BoB in the SSC Portal. The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



✓

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

Date: August 27, 2019

Ref: LTI/HR/Campus/2020

Name: VARALAKSHMI KORA

College: Aditya Engineering College

OFFER OF EMPLOYMENT

Dear VARALAKSHMI KORA,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Graduate Engineer Trainee.

During the initial training period of 12 months, your CTC including all benefits will be Rs.5,00,000/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

TERMS AND CONDITIONS

1. **Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. **Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



  
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**4. Background Verification**

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

**5. Service Agreement**

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

**6. Letter Acceptance**

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.intinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

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

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

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

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar  
Sr. Manager - Campus  
Recruitment

I have read the letter and accept the same.

\_\_\_\_\_  
Signature and Date



  
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Aditya Engineering College  
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ANNEXURE-1

Name	: VARALAKSHMI KORA	Date	: August 27, 2019
Salary Grade	: GET(II)		
Components	Rs. p.a.	Rs. p.m.	
Basic		15,000	
Bouquet of Benefits		20,467	
A. Base Salary (PA)	425,602	35,466	
Annual Incentive	40,000		
B. Total Variable (PA)	40,000		
C. Total Target Cash (A+B)	465,602		
Provident Fund (PF)	21,600	1,800	
Gratuity	8,664	722	
Mediclaime Premium	4,140		
D. Retirals & Other Benefits	34,398		
Cost to Company (CTC) C+D	500,000		



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# MAQ Software

**Bonam Naveen**

**Aadhaar No: 4906 7535 3705**

**Phone: 701 397 8489**

**E-mail: 16a91a0568@aec.edu.in**

Date: August 26, 2020

Dear **Naveen**:

On behalf of **MAQ Software Hyderabad Private Limited**, a company set up under the Companies Act of India, 1956 (the "Company"), I am pleased to offer you the position of **Software Engineer 1** of the Company. We are very impressed with your credentials and we look forward to your future success in this position.

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

**1. Position.** a. You will become **Software Engineer 1** working on projects from our clients including Microsoft Corporation and other 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 duties and 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, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior 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 **Thursday, September 3, 2020**.

**3. Service Agreement:** Not applicable

**4. Compensation.** Your annual compensation consists of base salary, overtime wages, bonus, house rent allowance, medical allowance and conveyance allowance as described below. In addition, you will be entitled to gratuity and certification reimbursement as per company policy. The salary will be paid to you at the end of each month:

Basic Salary	Rupees 2,25,451
Overtime Wages	Rupees 1,21,397
Bonus	Rupees 18,788
House Rent Allowance	Rupees 1,12,726
Medical Allowance	Rupees 15,000
Conveyance Allowance	Rupees 19,200
Gratuity <sup>a</sup>	Rupees 10,838
Employee Provident Fund	Rupees 21,600
Public Provident Fund Reimbursement <sup>b</sup>	Rupees 50,000
Health Insurance Reimbursement <sup>b</sup>	Rupees 5,000
<b>Total Eligible Annual CTC</b>	<b>Rupees 6,00,000</b>



Aditya Engineering College  
SURAMPALEM

- a. As per the provisions of the Payment of Gratuity Act, 1972.
- b. You will be eligible to claim reimbursement of up to Rupees Fifty Thousand (Rs. 50,000) towards Public Provident Fund scheme and Health Insurance reimbursement of up to Rupees Five Thousand (Rs. 5,000) as per company policy.
- c. You will be on contract for the period from **Thursday, September 3, 2020 to Thursday, December 2, 2021**. Your employment with the company after **Thursday, December 2, 2021** will be at the sole discretion of the management.

5. **Vacation Benefits.** You will be entitled to paid vacation per year, pro-rated for the remainder of this calendar year as per the company policy.
6. **Confidential Information and Invention Assignment Agreement.** Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "**Confidentiality Agreement**"), prior to or on your Start Date.
7. **Confidentiality of Terms.** You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary or bonuses to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.
8. **Employment Restriction.** You shall not accept employment directly or indirectly with, at, for or by Client (Microsoft) for a period of one year following the completion of your employment with the Company without the written consent of Company.
9. **At-Will Employment and Notice Period.** Your employment with the Company will be on an "at will" basis. This means that either you or the Company may terminate your employment for any reason or no reason with certain notice period, without further obligation or liability. For the first six months of employment, the notice period will be two weeks whereas seventh month onwards, the notice period will be eight weeks.

This simple action allows us to help inform the customer and find a suitable replacement so that customer projects are not adversely affected. The notice period is not applicable in case an employee is terminated due to damage caused to the company for example: due to fraud or misrepresentation.

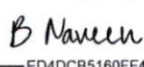
10. **Surety Deposit:** Not Applicable.
11. **Jurisdiction.** This Agreement shall be governed and construed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the Courts at Hyderabad.

We are all delighted to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

For MAQ Software Hyderabad Private Limited

\_\_\_\_\_  
Signature  
**Amrish Shah**  
Director of Application Services Delivery  
Date: August 26, 2020

Accepted and Agreed

DocuSigned by:  
  
ED4DCB5160FF4CD...  
\_\_\_\_\_  
Signature  
**Bonam Naveen**  
Date: August 28, 2020

Attachment A: Confidential Information and Invention Assignment Agreement.



  
**PRINCIPAL**  
**Aditya Engineering College**  
**SURAMPALEM**



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

From: **Prathyusha honey** <saisri.prathyusha.vagvala@gmail.com>

Date: Tue, 11 Feb, 2020, 11:10 PM

Subject: Fwd: Reg:Documents required for Joining Formalities

To: avinash vagvala <anavinashnaidu@gmail.com>

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

From: **Alpana Sharma (Multiplier AI Solutions)** <alpana@multipliersolutions.in>

Date: Tue, 11 Feb, 2020, 6:33 PM

Subject: Reg:Documents required for Joining Formalities

To: Alpana Sharma <alpana@multipliersolutions.in>

Dear Candidate,

Greetings from **Multiplier Solutions!!!**

Thank you for accepting the offer of Multiplier AI Solutions!

You can initiate the joining formalities on 12-02-2020 ,13-02-2020 or 14-02-2020 So kindly report to the office at 10:30 AM along with the following documents

1. Passport size photographs (3-4)
2. Aadhar Card (original and xerox)
3. SSC memo xerox
4. PAN Card (original and xerox)

For more details please visit:

<http://multipliersolutions.com/>

**Address:**

lat no:103, Block-B, ground floor, PSR Prime Towers, Gachibowli beside DLF cyber city, Gachibowli, Hyderabad

--

Regards,

Alpana Sharma,

HR Department,

Multiplier AI Solutions.

[alpana@multipliersolutions.in](mailto:alpana@multipliersolutions.in)

9100311166



PRINCIPAL  
Aditya Engineering College  
SURAMPALEM





Tiven Technologies  
Hyderabad  
Telangana, India  
+91 040 2401 9949  
www.tiven-tek.com

Dear Laghu Bhaskar Vinnakota

Tiven Technologies is pleased to offer you the position of **Trainee – Civil Engineer**, contingent on completion of a background check and mandatory pre-employment certificate verification.

This is a full-time, exempt position with a starting base salary of Rs 15,000/- (Fifteen thousand Indian Rupees ONLY). If you accept the offer, you will report to **Robo Group, Hotel Radisson, Outgate, Chota Anjaiah Nagar, Gachibowli, Hyderabad**. This position has a start date of \_\_\_\_\_.

**Benefits:** PF + ESI + Food + Travel + Accommodation (Hostel).

**Documents needed during joining time:**

1. Aadhar card Xerox
2. Educational certificate Xerox
3. Pan Card
4. 4 photographs

If you agree to these terms, please sign below and return this letter in the next seven business days.

Sincerely,

Srikanth Pinnamaneni  
Head – HR & Ops  
Tiven Technologies  
Dated:

#### DECLARATION

I hereby acknowledge that I have read and understood the terms and conditions of this conditional offer of employment, and I accept the offer. I understand that my employment with Acme Corp is considered at will, meaning that either party may terminate the employment relationship at any time.

Name:

Signature:

Date:



PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALAM - 533 437

Dear Sai Ram Keta

Tiven Technologies is pleased to offer you the position of **Trainee – Civil Engineer**, contingent on completion of a background check and mandatory pre-employment certificate verification.

This is a full-time, exempt position with a starting base salary of Rs 15,000/- (Fifteen thousand Indian Rupees ONLY). If you accept the offer, you will report to **Robo Group, Hotel Radisson, Outgate, Chota Anjaiah Nagar, Gachibowli, Hyderabad**. This position has a start date of \_\_\_\_\_.

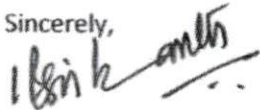
**Benefits:** PF + ESI + Food + Travel + Accommodation (Hostel).

**Documents needed during joining time:**

1. Aadhar card Xerox
2. Educational certificate Xerox
3. Pan Card
4. 4 photographs

If you agree to these terms, please sign below and return this letter in the next seven business days.

Sincerely,



**Srikanth Pinnamaneni**

Head – HR & Ops

Tiven Technologies

Dated:

#### DECLARATION

I hereby acknowledge that I have read and understood the terms and conditions of this conditional offer of employment, and I accept the offer. I understand that my employment with Acme Corp is considered at will, meaning that either party may terminate the employment relationship at any time.

**Name:**

**Signature:**

**Date:**



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





Tiven Technologies  
Hyderabad  
Telangana, India  
+91 040 2401 9949  
www.tiven-tek.com

Dear

Sai Rudhvi M

Tiven Technologies is pleased to offer you the position of **Trainee – Civil Engineer**, contingent on completion of a background check and mandatory pre-employment certificate verification.

This is a full-time, exempt position with a starting base salary of Rs 15,000/- (Fifteen thousand Indian Rupees ONLY). If you accept the offer, you will report to **Robo Group, Hotel Radisson, Outgate, Chota Anjaiah Nagar, Gachibowli, Hyderabad**. This position has a start date of

Benefits: PF + ESI + Food + Travel + Accommodation (Hostel).

**Documents needed during joining time:**

1. Aadhar card Xerox
2. Educational certificate Xerox
3. Pan Card
4. 4 photographs

If you agree to these terms, please sign below and return this letter in the next seven business days.

Sincerely,

Srikanth Pinnamaneni

**Srikanth Pinnamaneni**

Head – HR & Ops

Tiven Technologies

Dated:

**DECLARATION**

I hereby acknowledge that I have read and understood the terms and conditions of this conditional offer of employment, and I accept the offer. I understand that my employment with Acme Corp is considered at will, meaning that either party may terminate the employment relationship at any time.

Name:

Signature:

Date:



ADITYA ENGINEERING COLLEGE  
SURAMPALAM - 533 437

www.tiven-tek.com





## OFFER LETTER

13<sup>th</sup> February, 2020

**L Satya Sai Venkata Surya Teja Maddala,**  
2-141, Maddala Vari Veedhi,  
Chillangi, Kirlampudi, East Godavari-533431

Dear **Surya Teja,**

Congratulations!

Welcome to Rythmos family!!!

We are certain that you will be among our valuable assets in growing Rythmos for the future. Further to your application for employment with **Rythmos**, and the subsequent selection process, we are delighted to offer a position as "**Junior Associate Consultant**".

Your location of reporting is **Hyderabad**, India.

Your Total Cost of the Company (CTC) inclusive of all kinds of allowances will be **INR3,00,000/- (Three Lakhs Only)** per annum, which is payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes.

Your employment start date would be: **04<sup>th</sup> May, 2020**

The terms & conditions of our Offer of Employment to you as follows:

### 1. Increments & Promotions:

Your growth and increase in salary will depend solely on your performance and contribution to the company. Compensation reviews would be in every year December. Employee who are in probation period will not be eligible for the current Appraisal cycle, during next Appraisal cycle then these 3 months' probation will be calculated and processed as arrears which is pro-rated. Bonus component is a full payout and is prorated from the date of joining. You should be employed till the last pay date of every year to get bonus component.

### 2. Notice period:

During your association or employment with the company, you are required to serve 2 months' notice. No leaves to be taken in notice period unless there is an approval from Manager.

### 3. Background checks:

As a part of the joining formalities, the company may, at its discretion, conduct background checks to validate the details of education as well as previous employment details furnished by you. This offer is subject to reference checks provided by you.



PRINCIPAL

Aditya Engineering College  
SURAMPALEM

# rythmôs

The company may terminate employment, if the employee is found of gross misconduct, without notice or payment in lieu of notice. Gross misconduct would include, without limitation, acts of dishonesty, breach of confidentiality, data security, theft, violence, drunkenness, drug use and breach of your terms of employment.

If the employee breaches the provisions of this agreement, the employee agrees to repay in full all actual recruitment, travel, accommodation and other relevant expenses and/or other advances paid or reimbursed to the employee by the company and the employee authorizes the company to deduct and withhold such repayment in full of any compensation or other amounts otherwise owed or payable to the employee.

## 11. Software copyrights:

It is company policy to strictly adhere to the licensing condition of any software, which it uses. The employee will be required to strictly adhere to this policy. The employee must not copy or distribute for his/ her own use or for any other person or company any software used or developed by the company unless it is under the express instruction of a director of the company, any breach of this clause may be treated as gross misconduct.

Rythmos believes that employee is the biggest asset in the company and the employee's growth is the company's growth.

We welcome you to Rythmos family and hope for a fruitful and long relationship with you. As a token of your acceptance of this offer, kindly sign and return the duplicate copy.

Note: Any updates to data security, compliance, audit, privacy and confidentiality, policies will be published or announced by HR whenever there is a change. Employee can request for additional softcopy of the same upon request.

Sincerely,

*Anusha*

(Authorized Signature)



Anusha Banala

Manager- Human Resource

For Rythmos India Pvt. Ltd.

## Acceptance:

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Signature:

Name:



*[Signature]*  
PRINCIPAL  
Aditya Engineering Coll.  
SURAMPALEM



DOC: -SA/TA/Hyd/2020/686

Date: -4 Jan 2020

Dear **Parnika K**

**Subject: -Conditional LOI**

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10<sup>th</sup>, 12<sup>th</sup> and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **27 July 2020**. Your final assessment dates from the client will inform you during the training period.

**Welcome to Savantis India Family.**

Sincerely,

Digitally  
signed by  
**MANISH**  
MODI Date:  
2020.01.04

**Manish Modi**  
**Manager Recruitment**



**PRINCIPAL**

DOC: -SA/TA/Hyd/2020/679

Date: -4 Jan 2020

Dear **Hari Priya B**

**Subject: -Conditional LOI**

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

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4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

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The training will commence on **27 July 2020**. Your final assessment dates from the client will inform you during the training period.

**Welcome to Savantis India Family.**

Sincerely,

Digitally  
signed by  
MANISH  
MODI Date:  
2020.01.04

**Manish Modi**  
**Manager Recruitment**



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



DOC: -SA/TA/Hyd/2020/685

Date: -4 Jan 2020

Dear Satya Sai Veera Siva Krishna G

**Subject: -Conditional LOI**

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

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4. Address Proof (Aadhaar Card Mandatory)
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The training will commence on **27 July 2020**. Your final assessment dates from the client will inform you during the training period.

**Welcome to Savantis India Family.**

Sincerely,

Digitally  
signed by  
**MANISH**  
MODI Date:  
2020.01.04

**Manish Modi**  
**Manager Recruitment**



20/1

**PRINCIPAL**

**ADITYA ENGINEERING COLLEGE**  
**SURAMPALEM - 503 437**

DOC: -SA/TA/Hyd/2020/687

Date: -4 Jan 2020

Dear **Akhila K**

**Subject: -Conditional LOI**

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

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5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **27 July 2020**. Your final assessment dates from the client will inform you during the training period.

**Welcome to Savantis India Family.**

Sincerely,

Digitally  
signed by  
**MANISH**  
MODI Date:  
2020.01.04

**Manish Modi**  
**Manager Recruitment**



**PRINCIPAL**  
**ADITYA ENGINEERING COLLEGE**  
**SURAMPAL EM - 533 437**



DOC: -SA/TA/Hyd/2020/682

Date: -4 Jan 2020

Dear **Lakshmi Prasad V**

**Subject: -Conditional LOI**

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10<sup>th</sup>, 12<sup>th</sup> and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **27 July 2020**. Your final assessment dates from the client will inform you during the training period.

**Welcome to Savantis India Family.**

Sincerely,

Digitally  
signed by  
MANISH  
MODI Date:  
2020.01.04

**Manish Modi**  
**Manager Recruitment**



**PRINCIPAL**

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

DOC: -SA/TA/Hyd/2020/678

Date: -4 Jan 2020

Dear Mahalakshmi Sri Kavya B

**Subject: -Conditional LOI**

This Conditional LOI is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**. Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well. On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

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6. 3 Passport size photographs.

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The training will commence on **27 July 2020**. Your final assessment dates from the client will inform you during the training period.


**Welcome to Savantis India Family.**

Sincerely,

Digitally  
signed by  
MANISH  
MODI Date:  
2020.01.04

**Manish Modi**  
**Manager Recruitment**



  
**PRINCIPAL**  
**Aditya Engineering College**  
**SURAMPALAM**



February 27, 2020

## LETTER OF INTENT

**Seeram Vasantha Lakshmi**

16P31A05A8

BE- CSE

Aditya College Of Engineering and Technology  
Surampalem

Dear **Seeram Vasantha Lakshmi**,

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

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

### Acceptance and Commencement

Your joining date will be provided separately at the time of joining. Your offer of employment is subject to the Company's personnel and other policies.

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

To confirm your acceptance of this offer, you are required to respond via email to [hr@talentio.in](mailto:hr@talentio.in) within 7 days upon receiving the Letter of Intent

By accepting this offer you have consented and authorized the Company to engage a third-party service provider to verify your credentials, antecedents and background as declared by you during the recruitment process.

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

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

\* Please Note: This offer is valid until 30<sup>th</sup> June, 2020

You will be governed by all company policies and rules as may be communicated to you from time to time through email, online or printed material during the course of your employment with Talentio.



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SURAMPALEM

## Appendix I

Particulars	Per Month (Rs)	Per Annum (Rs)
Basic	15000	180000
HRA	6000	72000
Other Allowance	2200	26400
*PF Employer Contribution	1800	21600
** Performance Incentive	4167	50000
*** Skill based Incentive	8333	100000
CTC (1 <sup>st</sup> year) (A)	37500	450000
CTC (2 <sup>nd</sup> year) (B)	Earning potential of up to 5.6 LPA	
CTC (3 <sup>rd</sup> year) (C)	Earning potential of up to 7.3 LPA	
Total Cost to Company (A+B+C)	Up to 17.4 LPA (over a period of 3 years)	
<b>Note:</b>		
* PF Employer Contribution is part of CTC		
** Performance Incentive payable quarterly / half -yearly		
*** Skill based incentive payable monthly		
1. All the Variable Pay-outs are subjected to employee being on-rolls of the company at the time of disbursement and NOT serving notice period		
2. The Company will deduct taxes (TDS) and other statutory dues as may be applicable from time to time from the remuneration payable to you. You will be personally responsible for your tax liabilities and other dues. The Company shall also be entitled to deduct any other sums as may be recoverable from you from time to time		
3. Detailed break-up of CTC for 2 <sup>nd</sup> and 3 <sup>rd</sup> year will be provided to the candidate separately in the respective year		

Your compensation during the training period will be INR 15000 per month and you shall be considered as Intern.

By accepting this offer, you confirm and undertake that you will keep all information in relation to the Company confidential and you will not use or divulge to any third party any of the plans, strategies, programs, trade secrets, accounts, financial information, market research, customer lists, processes, inventions, designs, or other confidential information concerning the business affairs of the Company, any affiliated Company, or its clients.

We wish you a prosperous stint with us!

Sincerely,

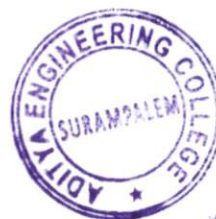
Aijaz Khan  
Director  
Talentio Solutions India Pvt. Ltd.

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

Name: Seeram Vasantha Lakshmi

Signature:

Date:



PRINCIPAL  
Aditya Engineering College  
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16-Jan-20

**CONFIDENTIAL**Dear **Ajay Teja Gorla**,Welcome to **Tavant**!

We are pleased to extend an offer of employment to you as **Software Engineer**. This role will be based out of the Tavant Technologies Offshore Development Center. Your compensation and benefits are as detailed in the attached annexure.

Tavant is a rapidly evolving new generation services organization and differentiates itself with its focused platform based services approach, to building enterprise class applications for its clients. We believe that with such a differentiated and evolving approach, we will be in a strong position to play a leadership role in the IT services space.

We are sure that your association with us will be enriching and rewarding. At Tavant, we strive to create a workplace that is teeming with intelligent and creative minds, a workplace where work-life balance is part of the culture of the organization, and a workplace where ownership, risk and initiative taking is rewarded and reinforced on a continuous basis.

In the next couple of pages you will find details of your offer and other important information, and we request you to study them in detail and sign a copy of your acceptance once you are fully convinced that you have all the relevant information to accept our offer. If there is anything that needs more clarity you can call **Rajatha A** at **8197848789** or mail at the following mail id: [rajatha.a@tavant.com](mailto:rajatha.a@tavant.com).

We believe that by you choosing us, you have embarked on a very exciting journey ahead.

Yours sincerely

For Tavant Technologies India Pvt. Ltd.



**R Suman Arunagiri**  
Director - Human Resources



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Aditya Engineering College  
SURAMPALEM



## OFFER OF EMPLOYMENT DOCUMENT

We are pleased to offer you the position of **Software Engineer** with the software development division, of Tavant Technologies India Private Limited ("Tavant India"). The offer of employment made to you is contingent upon the following:

- Your date of joining will be communicated to you through your placement cell
- Subject to you signing the Employee Agreement and Non-disclosure Agreement, on the day you report to work.

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

1. Copies of academic and professional qualifications (the originals will be returned to you after verification against the photocopies)
2. Three passport size photographs.
3. Photocopy of the Passport, if any.

Any documents submitted as proof of academic and professional qualification shall be subject to independent verification by Tavant. Should they be found not to be genuine wholly or in part, your employment shall be terminated forthwith as having been obtained by fraud.

### Commencement:

Your employment with the Company will commence on or before **(To be Decided)** and is subject to termination by either party as provided below.

Yours sincerely  
For Tavant Technologies India Pvt. Ltd.

**R Suman Arunagiri**  
Director - Human Resources

Acknowledged and Accepted By

**Ajay Teja Gorla**



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Aditya Engineering College  
SURAMPALEM



**COMPENSATION:** You are expected to choose any one of the two options given in annexure 1 and annexure 2.

**Salary Annexure 1:**

Designation	Software Engineer	
Level / Band	Associate Professional - Band 1	
TOTAL REMUNERATION WORKSHEET		
SALARY COMPONENTS	MONTHLY	ANNUAL
	(In Rs.)	(In Rs.)
Basic	17,708	212,500
House Rent Allowance	7,083	85,000
Allowance	8,500	102,000
Gross Salary	33,292	399,500
Company's Contribution to PF	2,125	25,500
Cost - To Company (CTC)	35,417	425,000
Food coupons	550	6,600
Gratuity	850	10,200
Statutory Bonus	1,400	16,800
Insurance	-	21,000
TOTAL COST-TO-COMPANY (TCTC)	38,217	479,600

- **Food Coupons:** Every month you will receive a company contribution of INR 550.
- **Gratuity:** You will be paid Gratuity as per the prevailing Gratuity Act.
- **Medical Insurance:** You will be covered under the Group Mediclaim Policy for self. You can cover your dependents also under the scheme as per the company policy. The amount mentioned here is the premium that the company pays on your behalf.
- **Group Term Life Insurance:** You will be covered under the Group Term Life Insurance from your date of joining as per the company policy. The premium shall be borne by the company.

Yours sincerely

For Tavant Technologies India Pvt. Ltd.



**R Suman Arunagiri**  
Director - Human Resources



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SURAMPALAM

**Salary Annexure 2:**

Designation	Software Engineer	
Level / Band	Associate Professional - Band 1	
TOTAL REMUNERATION WORKSHEET		
SALARY COMPONENTS	MONTHLY	ANNUAL
	(In Rs.)	(In Rs.)
Basic	17,708	212,500
House Rent Allowance	7,083	85,000
Allowance	8,825	105,900
Gross Salary	33,617	403,400
Company's Contribution to PF	1,800	21,600
Cost - To Company (CTC)	35,417	425,000
Food coupons	550	6,600
Gratuity	850	10,200
Statutory Bonus	1,400	16,800
Insurance	-	21,000
TOTAL COST-TO-COMPANY (TCTC)	38,217	479,600

- **Food Coupons:** Every month you will receive a company contribution of INR 550.
- **Gratuity:** You will be paid Gratuity as per the prevailing Gratuity Act.
- **Medical Insurance:** You will be covered under the Group Mediclaim Policy for self. You can cover your dependents also under the scheme as per the company policy. The amount mentioned here is the premium that the company pays on your behalf.
- **Group Term Life Insurance:** You will be covered under the Group Term Life Insurance from your date of joining as per the company policy. The premium shall be borne by the company.

Yours sincerely

For Tavant Technologies India Pvt. Ltd.



**R Suman Arunagiri**  
Director - Human Resources



  
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Aditya Engineering College  
SURAMPALAM





**Offer: Computer Consultancy**  
**Ref: TCSL/CT20192662782/Hyderabad**  
**Date: 13/09/2019**

Ms. V V K R D S Tejaswini Kakkirala  
12-2a-15/3bKakkirala Vari Street,  
Near Apollo Pharmacy,  
Kovvur-534350,  
Andhra Pradesh.  
Tel# 91-9849443886

Dear V V K R D S Tejaswini Kakkirala,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 &

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TCSL/CT20192662782

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500081 Andhra Pradesh

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

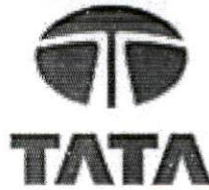
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



20/9/19 1

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ADITYA ENGINEERING COLLEGE  
SURAMPalem - 533 437



### Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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 - 533 437**

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### **TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





## GROSS SALARY SHEET

Annexure 1

Name	V V K R D S Tejaswini Kakkirala
Designation	Assistant System Engineer-Trainee
Institute Name	Aditya Engineering College, Kakinada

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	27,415	3,36,875
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

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

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

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

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

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

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

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ADITYA ENGINEERING COLLEGE  
SURAMPalem - 533 437



**Offer: Computer Consultancy**

**Ref: TCSL/CT20192642828/Hyderabad**

**Date: 13/09/2019**

**Ms. Priyanka Satya Surya Kusumanchi**

**Dr.No:-10-15/3Panchayathi Street,**

**Surya Teja School,**

**Biccavolu-533343,**

**Andhra Pradesh.**

**Tel# 91-9640636479**

**Dear Priyanka Satya Surya Kusumanchi,**

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **₹3,36,875/- per annum**, as per the terms and conditions set out herein. 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 &

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**TCSL/CT20192642828**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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**PRINCIPAL**

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





### Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

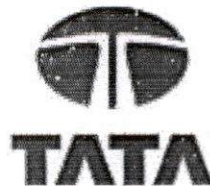
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**SURAMPALAM - 533 437**

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# GROSS SALARY SHEET

Annexure 1

Name	Priyanka Satya Surya Kusumanchi
Designation	Assistant System Engineer-Trainee
Institute Name	Aditya Engineering College, Kakinada

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
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Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,875</b>
<b>Xplore/ Learning Incentive****</b>		<b>Upto 60,000</b>

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

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

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

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

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

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PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
KAKINADA - 533 437





**Offer: Computer Consultancy**

**Ref: TCSL/DT20195381301/Hyderabad**

**Date: 13/09/2019**

**Mr. Deepak Varma Talari**

3-166Sc Peta,  
Rajavaram,  
Ravulapalem-533235,  
Andhra Pradesh.  
Tel# 91-9912262541

Dear **Deepak Varma Talari**,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 &

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TCSL/DT20195381301

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

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



**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**K Ganesan**  
**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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**TATA CONSULTANCY SERVICES**

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# GROSS SALARY SHEET

Annexure 1

Name	Deepak Varma Talari
Designation	Assistant System Engineer-Trainee
Institute Name	Aditya Engineering College, Kakinada

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	27,415	3,36,875
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

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

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

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

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

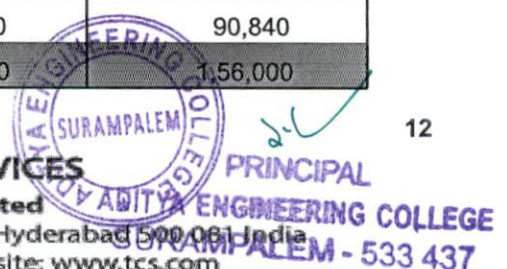
\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com





## TechM - Submit your Application Form

1 message

sikha sreelekhay <sikhasreelekha@gmail.com>

Mon, 17 Feb 2020 at 9:17 pm

To: sikha sreelekhay <SIKHASREELEKHA@gmail.com>, saikrishnamummidivarapu1@gmail.com

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

From: <ECampusTechM\_doNotReply@techmahindra.com>

Date: Tue, Jan 28, 2020 at 1:03 AM

Subject: TechM - Submit your Application Form

To: <sikhasreelekha@gmail.com>

Dear SIKHA NAGAKAMESWARI SREELEKHA,

**Heartiest congratulations on your selection for employment with Tech Mahindra Ltd.!!!**

In order to complete your registration process and be eligible for issue of Lol (Letter of Intent) initially and Offer Letter subsequently, you are requested to fill up an Application Form following the link provided below.

**Link for submitting application Form - <https://onlineassessment.techmahindra.com/registrationform/formlogin.aspx>**

Important instructions for filling up Application Form:

1. For logging in to the site, you must use your Exam User ID as Login ID and the Password will be your Exam Password. (eg. 101TM0001 is user Id for log in)
2. All details are mandatory. If any detail or matter is not applicable to you, pls mention 'NA' against that detail/matter.
3. Ensure your details are accurate and no spelling mistake is committed by you.
4. Check filled in details thoroughly before you submit the Application Form.
5. If you have any query/encounter any issue, please write to FresherQuery@TechMahindra.com with subject line as "Query/Issue regarding Application Filling - User ID (mention your User ID)". And, in mail mention details of query/issue. Also, leave your contact details like mobile number in the mail
6. Kindly fill in the application form on or before **Tuesday, February 4, 2020**.

**Please be noted that you will not be able to fill the application post February 04, 2020 further to which your candidature with Tech Mahindra shall stand null and void.**

With Best Wishes,  
RMG Campus Team  
Tech Mahindra Ltd.

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Disclaimer: This message and the information contained herein is proprietary and confidential and subject to the Tech Mahindra policy statement, you may review the policy at <http://www.techmahindra.com/Disclaimer.html> externally <http://tim.techmahindra.com/tim/disclaimer.html> internally within TechMahindra.

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Aditya Engineering College  
SURAMPALAM



13-Apr-2020

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

Dear Suresh,

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-2020 at Bangalore. Your gross annual salary of Rs. 4,50,000 (Rupees Four Lakhs Fifty thousands only) payable on a monthly basis as follows:

	Monthly	Annual
Total Salary (Gross)	Rs. 37,500	Rs. 4,50,000

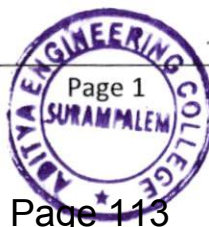
The above salary covers all components of salary including employer and employee contribution to Provident fund.

EMOLUMENTS	Amount Rs. (PM)	DEDUCTIONS	Amount Rs. (PM)
Basic Salary	18,750	Professional Tax (PT)	200
House Rent Allowance	7,500	Provident Fund - Employee Contribution	1,800
Conveyance	1,600	Provident Fund - Employer Contribution	1,800
Medical Reimbursement	1,250	Income tax (TDS)**	0
LTA	1,875		
Special Allowance	6,525		
		Total Deductions	3,800
Gross Pay	37,500	Net Pay	33,700

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

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ThoughtClan Technologies Pvt. Ltd.  
#410, 12<sup>th</sup> Main, Mysore Bank Colony,  
Banashankari I Stage, Srinivasanagar,  
Bangalore – 560050  
CIN: U72900KA2016PTC086102.

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,

Santhosh G.S.  
Human Resource Department,  
ThoughtClan Technologies Private Limited,  
Bangalore, Karnataka, India



  
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Akshitha Koppaka  
69-3-15, 104, Mahendra Residency,  
Near 5 Buildings Centre, Nagamalli Thota  
Junction, Kakinada

20<sup>th</sup> November 2019

Re: Internship & Trainee Contract

Dear Akshitha,

Pursuant to the vigorous selection process followed for selecting interns in our organization, we are pleased to accord you an 'Internship contract' with T-Systems with effect from 23<sup>rd</sup> December 2019 till 22<sup>nd</sup> June 2020 based in our Pune office.

T-Systems ICT India is a subsidiary of T-Systems International GmbH, Germany and is a sister concern of Deutsche Telekom, a market leader in Telecom industry in Germany having over 225000 employees. By joining T-Systems, you become an integral part of a global organization, which offers array of global career opportunities and opens a door to new technology and innovative consulting assignments. T-Systems India has a presence in Pune, Bangalore & Gurgaon and is poised to make a quantum jump in growing its foot print in Indian IT Industry as 'Employer of Choice'.

Internship & Trainee Contract

During the period of your internship for 6 months, you would be imparted necessary technical and soft skills training to prepare you to take up a role as a 'Trainee' for subsequent period of 6 months starting from 23<sup>rd</sup> June 2020 till 22<sup>nd</sup> December 2020 subject to you meeting minimum performance standards of our Company. Upon satisfactory completion of your Training period, you will be offered a regular role as "Associate Consultant" at Level 0 with effect from 23<sup>rd</sup> December 2020.

On joining the organization on 23<sup>rd</sup> December in Pune, you will be provided Appointment letter.

Compensation & Benefits

During the period of your internship, you will be paid a consolidated stipend of Rs.20,000 (Rupees Twenty Thousand only) per month and covered under Group Employees Insurance Plan for you and dependent family members. The insurance premium will be fully borne by the Company and will not be factored in your Gross compensation. You have to self-arrange your accommodation; we shall reimburse Rs.2100 per day for 14 days on submission of hotel bill.

Akshitha Koppaka  
20.11.2019



20/11/19  
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SURAMPalem - 533 437

Reimbursement of travel expenses up to Rs.6000 on submission of supporting original tickets. You will be also offered an advance of Rs.20000 to defray other daily expenses and will be recovered from your stipend in 6 months

Upon completion of your internship, your compensation will be revised to Rs.3,50,000 (Rupees Three Lac and Fifty Thousand only) per annum on cost to company basis excluding premium cost of Insurance Plan. The breakup of Stipend during the internship period and compensation during 'Trainee' period is mentioned in the attached sheet for better clarity and understanding. Should you have any queries with regard to your internship, Trainee period, please feel free to reach out to Team HR.

#### Expectations from Intern & Trainee

You are accorded an opportunity to quickly acclimatize with the various policies & practices, tools and techniques and project deliverables by taking self-initiative and responsibility to learn new technologies, programming skills and other skills that are quintessential to become a professional software developer and consulting engineer and live upto the expectations of your mentor and project manager assigned to you.

We hope you would view the above opportunity as stepping stone in your professional career and strive to excel in every assignment, role you are assigned with and add significant value to yourself and our organization.

Welcome on the board,

Yours faithfully,

Mahesh Gosavi  
Senior Manager - Talent Acquisition

Dhiraj Walgude  
Manager HR Operations & Employee Services

Signature of the Student:

Akshitha Koppaka  
20.11.2019



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Date: 7/11/19 (mm/dd/yy)

To: G. HARSHITHA  
Aditya College  
of Engineering College.

**Provisional offer of Employment**

Dear Harshitha

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

You will be designated as Software Engineer, your position will carry the following structure of compensation value:

- From the date of joining till the completion of one (1) year of service, the CTC will be 04,50,000/- per annum.
- Upon completion of one (1) year of service from the date of joining, the CTC will be revised to 05,00,000/- per annum.
- Upon completion of two (2) years of service from the date of joining, the CTC will be revised to 07,00,000/- per annum.
- Upon completion of three (3) years of service from the date of joining, the CTC revision will be subject to your performance and appraisals, as per the organization policies.

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

You designated date of joining would be 15-May-2020 request you to send the acceptance within two working days after receiving the offer.

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

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

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

Sincerely,

For ValueLabs LLP,

Authorized Signatory

Aishik



S. Gururaj  
PRINCIPAL  
Aditya Engineering College  
SURAMPALEM

At Harshitha  
7/11/19



Bettering your Expectations

**Web Synergies (India) Pvt. Ltd.**  
First Floor, B Block, 8-2-120/113/1/1F  
Sanali Info Park, Road No. 2, Banjara Hills  
Hyderabad- 500 034, Telangana, India.

**Employment Offer Letter**

**20<sup>th</sup> December 2019**

Kakinada

To

**Ms. Kanda Divya,**

Aditya Engineering College, Kakinada.

Dear **Kanda Divya,**

Greetings!!! We would like to welcome you to the **Web Synergies** family!

With reference to your application & subsequent rounds of interview, we are pleased to make an offer to join us in the position of **Trainee – Analyst Programmer** for our Indian Office at **Web Synergies (India) Private Limited**, herein after to be referred as Company in this letter.

You shall be required to perform the job responsibilities as specified in point # 9 below of this offer letter. Your detailed Appointment Letter will be given on your joining date upon your willful acceptance of this offer.

Terms of Offer:

1. **Your Job Title/Designation:**

Trainee – Analyst Programmer

2. **Cost to Company (CTC):**

Your annual CTC shall be **INR 2,80,004/-** (INR Two lakhs and Eighty thousand Four Rupees only) per annum. This CTC includes the following:

- All applicable deductions. Please find the annexure 1 for the same with this offer letter.
- Fixed Component : 2,24,004/- per annum
- Variable Component : 56,000/- per annum

**Important Note:**

A. The variable pay is purely dependent on company's performance and your contribution/performance at all times throughout your term of employment with the company.

B. You shall be informed in writing the eligible variable pay that you are entitled to receive based on the company's and your performance at the end of the each/every successful completion of your service with the company until your successful completion of your willfully agreed Service Agreement Period at the time of your joining, post your willful acceptance of this offer letter.

C. All your entitled variable pays of first three (3) years of your service shall be paid to you upon successful completion of your third (3<sup>rd</sup>) year service with the company calculated from the date of your joining.



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SURAMPalem - 533 437**





## Offer Intent

Hyndavi Sunkari  
Surampalem

Dear Hyndavi,

### Sub: Offer of Employment

Congratulations! Pursuant to our discussions, we are delighted to extend you Offer of Intent with  
**Zen Quality Assurance Private Limited ("Company")**.

You will be designated as **Test Engineer** and your gross annual salary will be Rs. 2,80,000. Your employment with the Company will commence tentatively from **July 06, 2020** at **Hyderabad**. However, the exact Date of Joining will be informed to you.

This offer is subject to the following terms and conditions:

#### 1. Education

Your appointment is contingent upon successful completion of your Highest Qualification scoring 70% and above throughout the academic with no backlogs.

#### 2. Employment Agreement

1.1 You agree to work for the Company for at least Thirty (30) months from the date of your employment with us.

#### 3. Others

1.1 You need to adhere to the Company's policies, benefits and guidelines, which are subject to change from time to time.

1.2 Change in your marital status/residential address etc., should be communicated to the HR Team to enable us to keep your records up to date and also for any future communications.

We thank you for your interest in Zen Quality Assurance Pvt. Ltd. and look forward to a mutually beneficial association.

**Ravi Kuchampudi**  
**Associate Vice President - HR**



*Principal*  
**Aditya Engineering College**  
**SURAMPALEM**



## Offer Intent

Hyndavi Sunkaeri  
Surampalem

Dear Hyndavi,

### Sub: Offer of Employment

Congratulations! Pursuant to our discussions, we are delighted to extend you Offer of Intent with Zen Quality Assurance Private Limited ("Company").

You will be designated as Test Engineer and your gross annual salary will be Rs. 2,80,000. Your employment with the Company will commence tentatively from July 06, 2020 at Hyderabad. However, the exact Date of Joining will be informed to you.

This offer is subject to the following terms and conditions:

#### 1. Education

Your appointment is contingent upon successful completion of your Highest Qualification scoring 70% and above throughout the academic with no backlogs.

#### 2. Employment Agreement

1.1 You agree to work for the Company for at least Thirty (30) months from the date of your employment with us.

#### 3. Others

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1.2 Change in your marital status/residential address etc., should be communicated to the HR Team to enable us to keep your records up to date and also for any future communications.

We thank you for your interest in Zen Quality Assurance Pvt. Ltd. and look forward to a mutually beneficial association.

Ravi Kuchampudi  
Associate Vice President - HR



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SURAMPALEM - 533 437





## Offer Intent

To,  
.....Rainee Jain.....  
.....Surampalem.....  
.....

Dear .....Rainee Jain.....

### Sub: Offer of Employment

Congratulations! Pursuant to our discussions, we are delighted to extend you Offer of Intent with  
**Zen Quality Assurance Private Limited ("Company")**.

You will be designated as **Test Engineer** and your gross annual salary will be **Rs. 2,80,000**. Your employment with the Company will commence tentatively from **July 06, 2020 at Hyderabad**. However, the exact Date of Joining will be informed to you.

This offer is subject to the following terms and conditions:

#### 1. Education

Your appointment is contingent upon successful completion of your Highest Qualification scoring 70% and above throughout the academic with no backlogs.

#### 2. Employment Agreement

1.1 You agree to work for the Company for at least Thirty (30) months from the date of your employment with us.

#### 3. Others

1.1 You need to adhere to the Company's policies, benefits and guidelines which are subject to change from time to time.

1.2 Change in your marital status/residential address etc., should be communicated to the HR Team to enable us to keep your records up to date and also for any future communications.

We thank you for your interest in Zen Quality Assurance Pvt. Ltd. and look forward to a mutually beneficial association.

**Ravi Kuchampudi**  
Associate Vice President - HR



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