

# 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 2020 - 21

S. No.	Roll Number	Name of the Student	Name of the Employer	Page Number
1	17A91A0587	Maddukuri Rushya Harika	Abyeti Technologies	1 - 2
2	17A91A0591	Muramalla Jyothsna Devi	Abyeti Technologies	3 - 4
3	17A91A0282	Reddy Sowmya	Accenture	5 - 7
4	17A91A05C4	Satya Mohan Satwik Yalamarti	Accenture	8 - 10
5	17A91A1240	Palaparthi Deepthi	Accenture	11 - 12
6	17A91A1241	Pendurthi Sushmarchana	Accenture	13 - 14
7	17A91A0553	Harsh Rajesh Sharma	Apisero	15 - 17
8	17A91A05D3	Bhargav Dandi	Apisero	18 - 20
9	17A91A0203	Appala Satya Hemanth	Aztec	21
10	17A91A0220	Venkata Ratna Rao Madduri	Capgemini	22 - 24
11	17A91A0571	Devatha Deekshitha	Capgemini	25 - 26
12	17A91A04F7	Pachigolla Hemanth	Capgemini	27 - 28
13	17A91A0217	Kanisetty Laxmi Vara Prasad	Capgemini	29 - 30
14	17A91A0530	Kumpatla Satish	Capgemini	31 - 32
15	17A91A05G0	Rajesh Maradana	Capgemini	33 - 34
16	17A91A1208	Bondada Venkata Mani Vasavi	Capgemini	35 - 36
17	17A91A1255	Vegi Mounika Lakshmi	Capgemini	37 - 38
18	17A91A0557	Sumanth Telagareddy	Capgemini	39 - 41
19	17A91A05H1	Sri Durga Harini Ramanam	Capgemini	42 - 44

S. No.	Roll Number	Name of the Student	Name of the Employer	Page Number
20	17A91A05B6	Shaik Nafi Izaaz	Cognizant	45 - 47
21	17A91A1232	Richard PhilipsRoy Matcha	Copart	48 - 49
22	17A91A05B0	Rubesh Kanu Baniya	Covalense Digital	50 - 52
23	17A91A04I7	Enumarathi Karthik	Daenit	53 - 55
24	17A91A0504	Sai Harshitha Bathula	DXC Technology	56 - 57
25	17A91A0532	Maddi Veneeth Kumar	DXC Technology	58 - 59
26	17A91A0537	Murali Krishna Krishna Pollaimandala	DXC Technology	60 - 61
27	17A91A0592	Muthabatula Baba Vamsi	DXC Technology	62 - 63
28	17A91A05A9	Rebbavarapu Joseph Pramodh	DXC Technology	64
29	17A91A05B8	Pulavarthy Harshitha	DXC Technology	65 - 66
30	17A91A05H5	Pratap Yampalla	DXC Technology	67 - 68
31	17A91A1211	Hemasri Charan Duddipudi	DXC Technology	69
32	17A91A0234	Niharika Pragada	DXC Technology	70 - 71
33	17A91A1202	Ishita Adapa	DXC Technology	72 - 73
34	17A91A0416	Gosti Ravindra Reddy	DXC Technology	74
35	17A91A0418	Hema Mutya Sri Guthula	DXC Technology	75
36	17A91A0457	Sripadam Sangeetha	DXC Technology	76 - 77
37	17A91A04A9	Lalitha Sowmya Simma	DXC Technology	78
38	17A91A04I2	Chavatapalli Tarun Vamsi Krishna	DXC Technology	79 - 80
39	17A91A04K0	Vijaya Lakshmi Konala	DXC Technology	81
40	17A91A0502	Alisha Khatun	DXC Technology	82 - 83
41	17A91A0540	Blessy Namadi	DXC Technology	84
42	17A91A0584	Kottem Sai Surya	DXC Technology	85



S. No.	Roll Number	Name of the Student	Name of the Employer	Page Number
43	17A91A05C9	Sai Pavani Chalamala	DXC Technology	86
44	17A91A05E3	Bharathi Sai Sravya Jasthi	DXC Technology	87
45	17A91A04M9	Amulya Thotakura	DXC Technology	88 - 89
46	17A91A05I9	Bipin Bikesh	DXC Technology	90 - 91
47	17A91A1246	Pothuraju Durga Prasad	DXC Technology	92
48	17A91A1252	Reshma Aparna Tammana	DXC Technology	93 - 94
49	17A91A0311	Venkata Vikas Chitturi	DXC Technology	95 - 97
50	17A91A0574	Gadi Rani	FIS	98 - 100
51	17A91A0222	Manyam Yuva Naga Satya Suryakiran	Hexaware	101
52	17A91A0597	Noolu Dinesh Kumar	Hexaware	102
53	17A91A0219	Lanka Sri Hansitha Priya	Hi - Tech Arai (JKM HR) Limited	103
54	17A91A0243	Vijayasri Varshikha Joshi	Hi - Tech Arai (JKM HR) Limited	104
55	17A91A0268	Kundem Venkata Sai Siva Jaya Lakshmi	Hi - Tech Arai (JKM HR) Limited	105
56	17A91A0183	Manchala Deepthi	Infosys	106
57	17A91A05H2	Patchari Sushmitha	Jaro	107
58	17A91A0581	Korumilli Suneel Varma	MAQ Software	108 - 109
59	17A91A0527	Karri Rajeswari	Multiplier Solutions	110 - 111
60	17A91A0551	Sapala Chandrika	Multiplier Solutions	112
61	17A91A0561	Jahanvi	Multiplier Solutions	113 - 114
62	17A91A0137	Mohammed Rizwan Reaz	NNIT	115 - 116
63	19A91E0007	Chintapalli Jyothi Sujana	NoBrokerHOOD	117 - 118
64	17A91A04H9	Sharon Rani Ayinavilli	NTT Data	119 - 120
65	18A95A0241	G.V.L. Prasad	Pin Click	121 - 123

S. No.	Roll Number	Name of the Student	Name of the Employer	Page Number
66	17A91A0377	Rahul Kanduri	Pin Click	124 - 126
67	17A91A0272	Mellam Vamsi Ram	Pin Click	127 - 129
68	17A91A04L6	Padala Jai Prakash	Pin Click	130 - 132
69	17A91A03G9	Vanka Sri Harish Chowdary	Pin Click	133 - 135
70	17A91A0480	Jajula Shyam Kumar	Qspiders	136
71	17A91A0529	Koduri Jayanth	TCS NQT	137 - 140
72	17A91A05H0	Palivela Jaya Siva Santhosh	TCS NQT	141 - 144
73	17A91A0516	Yerra Hema Sudha	TCS NQT	145 - 148
74	17A91A1207	Sahithi Bomma	TCS NQT	14 - 150
75	17A91A0582	Kosanam Kalyan Venkata	TCS NQT	151 - 153
76	17A91A0580	Koralla Pavan Kumar	Value Momentum	154 - 155
77	17A91A05E7	Abhijeeth Kumar Kanchi	Wiley	156
78	17A91A05C7	Baddireddi Uma Satya Bala Maheswari	Xenon Stack	157 - 158
79	18A95A0502	Karri Jyothisri Pranavi Anjali	ZenQ	159
80	17A91A05C3	Prajna Vetsa	ZenQ	160

Date: Dec 24, 2020

**Ms. Rushya Harika Maddukuri,**

Aditya Group of Educational Institutions -Kakinada, B.Tech. (CSE),  
Kakinada, AP - 533003

**CONFIDENTIAL**

Dear **Rushya Harika,**

With reference to our discussion, we are pleased to make an internship offer to you as **"Intern-Software Engineer"** with Abyeti Technologies. The terms and conditions of the offer are set out herein.

**Tenure:**

The tenure of this internship is approximately 6 months Starting from on or before 28-Dec-2020 to 30-June-2021.

Post the completion of the internship, our company intends to convert your internship into permanent employment. However, your conversion to permanent employment is subject to the discretion of the management which will largely be based on your performance.

**Assignments:**

You will be directed by your assigned mentor/team lead regarding your assignments from time to time.

**Work Timings and Working Hours:**

As of now, given the COVID situation, you would be working from Home and you will be responsible for ensuring that you have a good decent internet connection.

You will be executing the company's assignments from our office in Bangalore when things are normal. You will work 5 days/week (Mon-Fri) wherein daily contributions shouldn't be less than 8 hours. The general office timings will be 10 a.m. to 7 p.m. You will be allowed to attend the Mid-term and End-term examinations as per the college curriculum, provided you intimate the dates sufficiently in advance and the overall duration is maximum 1 week for each exam.

**Stipend:**

For the said role you will be paid an allowance of Rs.15,000/-. On conversion to full-time employment, your pay will be revised as per the company standards based on your performance during the internship period which will range between **Rs.4,50,000 to Rs.5,00,000** per annum.

**Conflict of Interest:**

During the tenure of this internship with the Company, you shall not engage in any other internship, employment, either part time or full time.

**Validity:**

This letter of offer shall be valid until Dec 25, 2020, and you must accept it on or before the stipulated date. The Company reserves the right to withdraw the offer made to you, before your acceptance, without providing any reasons to you. Further, the Company also reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company.

**General:**

You shall abide by the above terms and conditions based on the Company's present policies, procedures and other rules and regulations, which are subject to amendments from time to time.

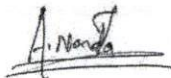
**Termination:**

Notwithstanding anything herein contained, the company reserves the right to withhold, terminate the internship at any time during the tenure.

Please sign the duplicate copy of the letter and return it to confirm the acceptance of this offer.

Thanking you,

Sincerely,



Anita Nanda  
HR, Abyeti Technologies Pvt. Ltd.

I accept all the terms and conditions of the contract in this offer letter.

**Rushya Harika Maddukuri**

**Date:**



Date: Dec 24, 2020

**Ms. Jyothsna Devi Muramalla,**

Aditya Group of Educational Institutions -Kakinada, B.Tech. (CSE),  
Kakinada, AP - 533003

**CONFIDENTIAL**

Dear **Jyothsna,**

With reference to our discussion, we are pleased to make an internship offer to you as **"Intern-Software Engineer"** with Abyeti Technologies. The terms and conditions of the offer are set out herein.

**Tenure:**

The tenure of this internship is approximately 6 months Starting from on or before 28-Dec-2020 to 30-June-2021.

Post the completion of the internship, our company intends to convert your internship into permanent employment. However, your conversion to permanent employment is subject to the discretion of the management which will largely be based on your performance.

**Assignments:**

You will be directed by your assigned mentor/team lead regarding your assignments from time to time.

**Work Timings and Working Hours:**

As of now, given the COVID situation, you would be working from Home and you will be responsible for ensuring that you have a good decent internet connection.

You will be executing the company's assignments from our office in Bangalore when things are normal. You will work 5 days/week (Mon-Fri) wherein daily contributions shouldn't be less than 8 hours. The general office timings will be 10 a.m. to 7 p.m. You will be allowed to attend the Mid-term and End-term examinations as per the college curriculum, provided you intimate the dates sufficiently in advance and the overall duration is maximum 1 week for each exam.

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**General:**

You shall abide by the above terms and conditions based on the Company's present policies, procedures and other rules and regulations, which are subject to amendments from time to time.

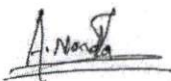
**Termination:**

Notwithstanding anything herein contained, the company reserves the right to withhold, terminate the internship at any time during the tenure.

Please sign the duplicate copy of the letter and return it to confirm the acceptance of this offer.

Thanking you,

Sincerely,



Anita Nanda  
HR, Abyeti Technologies Pvt. Ltd.

I accept all the terms and conditions of the contract in this offer letter.

**Jyothsna Devi Muramalla**

**Date:**



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Strictly Private and Confidential

Date:09-Jul-2021

Reddy Sowmya  
C9738204

7-10-15, Illapuvuri Lane,Vullithota Street, Rajahmundry

7989933869

Dear Reddy Sowmya,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

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candidate's Signature

Reference Id: bbe6cf84-617c-47d0-be82-c5835ca2d2e1\_1  
Signed By: Mahesh Vasudeo Zurale

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After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

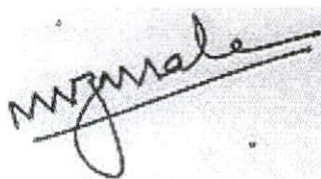
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Center, India

[ Insert full legal name]

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candidate's Signature



## ANNEXURE 1

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
<b>Total Cash Compensation + Total Additional Benefits (A+B+C+D)</b>	<b>450000</b>

#### (A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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Date:19-Jul-2021

Satya Mohan Satwik Yalamarti  
C9782937

1-118, near sai baba temple, Ubalanka, Ravulapalem mandal  
9989388836

Dear **Satya Mohan Satwik Yalamarti,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



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After accepting this offer, we encourage you visit Countdown to the Company

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

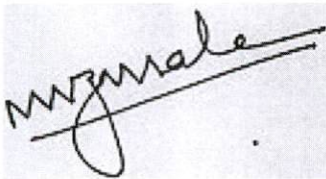
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

\* ACKNOWLEDGED AND AGREED:




Mahesh Vasudeo Zurale

Senior Managing Director

Lead, Advanced Technology Center, India

[ Insert full legal name]



  
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## ANNEXURE 1

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Annual Total Cash compensation structure as per the Company guidelines is:

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	Annual (INR)
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(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

#### (A) Annual Fixed Compensation

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To,

Name : Palaparthi Deepthi

**Re: Important information post your clearance of the interview process during the Campus Visit**

Dear Palaparthi Deepthi,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
    - On successful completion of the program and clearance of the Technology fundamental



  
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assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

#### **Annexure A**


- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

**Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.**

"This is an electronically generated document does not require signatures"



  
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To,

Name : Pendurthi Sushmarchana

**Re: Important information post your clearance of the interview process during the Campus Visit**

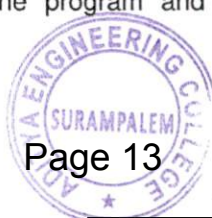
Dear Pendurthi Sushmarchana,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
    - On successful completion of the program and clearance of the Technology fundamental





assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

#### **Annexure A**

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

**Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.**

"This is an electronically generated document does not require signatures"



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

19 May 2021

**HARSH SHARMA**

Dear Harsh,

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

### 1. START DATE

Your employment with the Company shall commence on **21 May 2021** ("the Start Date") or such earlier date as is agreed between you and the Company.

### 2. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

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

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

### 3. REMUNERATION

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



  
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Baner, Pune – 411 045  
Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

Yours Sincerely

DocuSigned by:  
  
4714EE38FBD84D1...

Venkat Mudupu  
Chief Operating Officer

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

Signed:  DocuSigned by:  
3494980EBD0F4B4... Date: 5/18/2021

Full Name: Harsh Sharma



  
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Baner, Pune – 411 045  
Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

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

**Notes:**

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



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19 May 2021

**BHARGAV DANDI**

Dear Bhargav,

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

### 1. START DATE

Your employment with the Company shall commence on **21 May 2021** ("the Start Date") or such earlier date as is agreed between you and the Company.

### 2. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

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

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

### 3. REMUNERATION

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



  
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Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

Yours Sincerely

DocuSigned by:  
A handwritten signature in black ink that reads "Venkat Mudupu".  
4714EE38FBD84D1...

Venkat Mudupu  
Chief Operating Officer

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

Signed: A handwritten signature in black ink that reads "D. Bhargav".  
36AB78B1583C4FC... Date: 5/18/2021

Full Name: Bhargav Dandi



A handwritten signature in green ink, appearing to read "Suil".  
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Email: [info@apisero.com](mailto:info@apisero.com)  
Website: [www.apisero.com](http://www.apisero.com)

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

**Notes:**

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



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HRD/HYD/OFF/ 02-2021

February 08, 2021

Sub: Offer of Employment

Dear **Mr. Satya Hemanth,**

With reference to the campus interviews conducted on **February 5, 2021** at Aditya Group of Educational Institutions, we are pleased to offer you the position of **Jr. Engineer – Automation / Validation at Aztec Process Automation (P) Ltd.** Hyderabad. Your starting day at Aztec will be on **April 1, 2021.**

We provide a challenging work environment and opportunity to grow within the organization. We welcome you to the Aztec team and look forward to a long and mutually successful relationship with you.

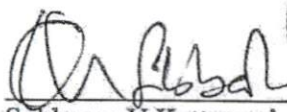
**Compensation & Benefits:** The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes. Your cost to the company (CTC) will be **INR 2,81,934.** per annum.

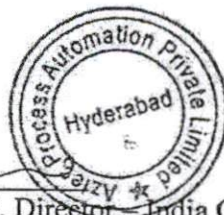
Compensation as on February 2021		
Salary Components	Monthly	Yearly
Basic Salary (A)	₹ 15,000	₹ 1,80,000
Allowances (B)	₹ 4,000	₹ 48,000
- Housing Allowances	₹ 0	₹ 0
- Other Allowances	₹ 4,000	₹ 48,000
- Conveyance Allowances	₹ 0	₹ 0
Retirals	₹ 0	₹ 30,254
- Provident Fund	₹ 0	₹ 21,600
- Gratuity	₹ 0	₹ 8,654
Max Bonus @ 5%	₹ 0	₹ 13,680
Other Benefits	₹ 0	₹ 10,000
Deductions (C)	₹ 1,950	
- Provident Fund	₹ 1,800	
- Professional Tax	₹ 150	
Gross Salary (A+B)	₹ 19,000	
Net Salary (A+B-C)	₹ 17,050	
Target CTC	₹ 23,494	₹ 2,81,934

Please sign and return the duplicate copy of this Job offer letter as a token of your acceptance of this job offer of employment.  
We wish you all the best.

Thanking You  
Sincerely,

Subbarao V. Kattamuri

  
Subbarao V Kattamuri, Director - India Operations



Accepted

  
Satya Hemanth

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

**Superset ID: 277805**

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

Dear **VENKATA RATNA RAO MADDURI,**

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear



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

Upon joining Capgemini,

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

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

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

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

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

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

Thanking you,

Yours Sincerely,

**For & On Behalf of Capgemini**

**Puneet Kumra**

**Head - Fresher Hiring**

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



*Sr. G. S.*  
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## ANNEXURE 1

**VENKATA RATNA RAO MADDURI**

**Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Puneet Kumra**

**Head - Fresher Hiring**

---

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950 Page 3 of 3



*Signature*  
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Capgemini Technology Services India Limited  
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IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,  
Navi Mumbai - 400708, Maharashtra, India.  
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121  
www.capgemini.com/in-en

**Superset ID: 282946**

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

Dear **Deekshitha Devatha,**

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear



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## ANNEXURE 1

Deekshitha Devatha  
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Puneet Kumra  
Head - Fresher Hiring

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Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950 Page 3 of 3

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www.capgemini.com/in-en

**Superset ID: 282699**

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

Dear **Pachigolla Hemanth,**

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

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

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

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

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**SURAMPALEM - 533 437**

## ANNEXURE 1

**Pachigolla Hemanth**  
**Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Puneet Kumra**  
**Head - Fresher Hiring**

---

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www.capgemini.com/in-en

**Superset ID: 290818**

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

Dear **KANISETTY Prasad,**

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

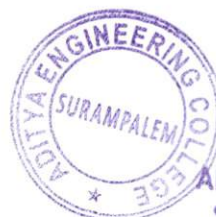
The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear



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SURAMPALEM - 533 437



## ANNEXURE 1

**KANISETTY Prasad**  
**Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Puneet Kumra**  
**Head - Fresher Hiring**

---

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950 Page 3 of 3



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

**Superset ID: 278568**

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

Dear **Kumpatla Satish,**

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear



  
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## ANNEXURE 1

**Kumpatla Satish**  
**Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Puneet Kumra**  
**Head - Fresher Hiring**

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**Superset ID: 274920**

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

Dear **Rajesh Maradana,**

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

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

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

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

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## ANNEXURE 1

**Rajesh Maradana**  
**Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Puneet Kumra**  
**Head - Fresher Hiring**

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**Superset ID: 290760**

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

Dear **Bondada Vasavi,**

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear



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## ANNEXURE 1

**Bondada Vasavi**  
**Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Puneet Kumra**  
**Head - Fresher Hiring**

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2. ✓  
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Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

17A91A1255 <17A91A1255@aec.edu.in>

Sun 31-Jan-21 7:37 AM

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

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

From: Superset <notifications@joinsuperset.com>

Date: Nov 24, 2020 1:48 PM

Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: 17A91A1255 <17A91A1255@aec.edu.in>

Cc:



Dear Vegi Mounika Lakshmi,

Greetings from Capgemini!

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please click on the following link and complete the process of accepting the Letter of Intent.

**We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Dec 01, 2020 11:59 PM IST.**

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets\*
- Graduation Degree Certificate/Provisional Degree\*
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets( If applicable)
- Diploma Certificate( If applicable)
- Post-graduation Marksheets\* ( If applicable)
- Post-graduation Certificate\*( If applicable)



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**\*Please note that certain documents like the Provisional Degree Certificate and last two semester marksheets can be updated at a later date.**

Note the following points while completing the process :

- For Undergraduate candidate - Graduation Marksheets should be scanned and uploaded semester/year wise only
- For Postgraduate candidate -
  - Post Graduation Marksheets should be scanned and uploaded semester/year wise
  - Graduation Marksheets & Degree Certificate have to be scanned and uploaded together in a consolidated pdf
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows: [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

**Go to Offer Page**

**University Relations and Hiring Team  
Capgemini India**



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**Superset ID: 279421**

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

Dear **Sumanth Telagareddy,**

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst A** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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


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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear



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

Upon joining Capgemini,

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

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

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

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

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

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

Thanking you,

Yours Sincerely,

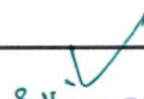
**For & On Behalf of Capgemini**

**Puneet Kumra**

**Head - Fresher Hiring**

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## ANNEXURE 1

**Sumanth Telagareddy**  
**Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Puneet Kumra**  
**Head - Fresher Hiring**

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www.capgemini.com/in-en

**Superset ID: 275975**

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

Dear **Sri Durga Harini Ramanam**,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

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

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

Upon joining Capgemini,

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

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

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

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

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

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

Thanking you,

Yours Sincerely,

**For & On Behalf of Capgemini**

**Puneet Kumra**

**Head - Fresher Hiring**

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## ANNEXURE 1

**Sri Durga Harini Ramanam**  
**Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Puneet Kumra**  
**Head - Fresher Hiring**

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29-Aug-2021

Dear Nafi Shaik,

B.Tech, Computer Science & Engineering  
Aditya Degree College, Kakinada

Candidate ID – 17762438

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

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

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

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

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. 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.

Please note:

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

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized





based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

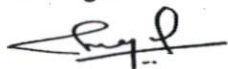
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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

Yours sincerely,

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



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**



✓  
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Aditya Engineering College  
SURAMPALEM

## Compensation and Benefits

Name: Nafi Shaik

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

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

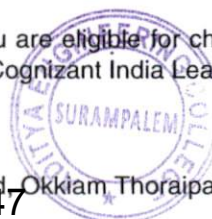
- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



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**Copart India Private Limited**  
PSR Prime Towers 5th Floor, Survey No 126P,  
Adjacent to DLF Cyber City, Gachibowli,  
Hyderabad, Telangana 500032

**PRIVATE AND CONFIDENTIAL**

**OFFER LETTER**

July 02<sup>nd</sup>, 2021

SENT VIA EMAIL TO:

Email: richardphilipsroy@gmail.com

Mobile No: +91- 9912413444

Dear **Mr. Richard Philips Roy Matcha,**

Congratulations!!! Thank you for your interest in Copart India Technology Center (CITC) in Hyderabad.

We are pleased to offer you the position of **'Jr. Security Engineer'** in Copart India Pvt. Ltd. Your initial work location will be CITC, Hyderabad.

Your compensation is as per the table given in *Annexure – 1*.

Please note the offer is made based on information you have provided, verbally and in writing. Copart reserves the right to do a background check and if we discover material discrepancies, then we reserve the right to terminate your employment without notice.

Your start date at CITC will be **July 6<sup>th</sup>, 2021**.

We shall also require the list of documents as per *Annexure – 2* from you as a part of the onboarding process.

Please confirm your acceptance of our employment offer by **July 3<sup>rd</sup>, 2021**. Look forward to you being a part of Copart India Pvt. Ltd.

**Chetan Pillay**

HR Manager, CITC, Hyderabad  
Copart India Pvt. Ltd.

**Richard Philips Roy Matcha**

Position Accepted

Copart India Private Limited



  
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SURAMPALEM

Hyderabad, Telangana, India





**Copart India Private Limited**  
PSR Prime Towers 5th Floor, Survey No 126P,  
Adjacent to DLF Cyber City, Gachibowli,  
Hyderabad, Telangana 500032

**Annexure – 1**

**Compensation Fitment**

Salary Head	Break-up	Amount		Comments
		Annual	Monthly	
Basic	40% of Fixed	232,026	19,336	
HRA	20% of Fixed	116,013	9,668	
Provident Fund	Minimum	21,600	1,800	
Gratuity	Standard	11,155	930	
Special Allowance		199,271	16,606	
Total Fixed		580,066	48,339	Gross Monthly
Variable		-		
Annual Total Compensation		580,066		
Company's Contribution towards benefits (Medical, Accident & Life Insurance)		19,934		
Total Gross Compensation		600,000		

**NOTE:**

1. As an employee you are also entitled to the following additional benefits:
  - a. 5 Lakhs Family Floater Medical Insurance Coverage
  - b. 10 Lakhs Round the Clock Group personal accident Insurance coverage
  - c. 10 Lakhs Group Term Life Insurance Coverage
  - d. 5 Lakhs Critical Illness Insurance Coverage
2. The flexible benefits pay is administered in line with the flexible benefits policy / guidelines.
3. Variable pay, if applicable, will be administered in two parts twice a year, in February and August respectively or on prorated basis based on the tenure as on February or August.
4. Tax norms in vogue shall apply to all items of the C & B Package, and such taxes shall be charged to your account.
5. Your next Compensation Revision will be in July/August 2022.
6. Employees will be eligible for Gratuity payment by the Company as per the provisions of Payment of Gratuity (Amendment) Act, 2018.
7. Once the offer is accepted, kindly fill and submit the joining formality documents which will be shared to your personal email-id along with the scanned copies (as listed in Annexure-2) within 1 working day. Documents thus submitted will be verified on the date of joining with the corresponding original documents.

Copart India Private Limited



*[Signature]*  
PRINCIPAL  
Aditya Engineering College  
SURAMPALEM

Hyderabad, Telangana, India

CDS/HR/TR/OL/2020-12

Confidential

Date: 23<sup>rd</sup> Dec 2020

**Rubesh Kanu Baniya,**  
Bangalore

Dear Rubesh,

Subject: Trainee Software Developer Offer Letter

Congratulations on your selection for **Trainee Software Developer** position at **Covalense Digital Solutions Private Ltd.** You are requested to join **Covalensedigital** on 1<sup>st</sup> July 2021 at our Bangalore Office. Please report at the office by 10:30 AM.

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

1. There will be a 6-month Training period, during which your role will be "**Trainee Software Developer**". Your total cost to the company shall be **Rs.3,00,000.00/- (Rupees Three Lakh Only)** for 12 months.
2. The details of your compensation are given at the end of this letter. Your performance will be continuously assessed during the probation period. Based on your satisfactory performance, your appointment as "**Trainee Software Developer**" will be confirmed effective 01<sup>st</sup> Jan 2022.
3. Your performance only will be assessed at the end of 6<sup>th</sup> month (Jan 2022). 12<sup>th</sup> month (July 2022) and thereafter once every 12 months assessments will be used to revise your compensation structure and role.
4. Your compensation package starting 1<sup>st</sup> July 2021 will be 3 LPA (Cost To Company). Any change in Compensation and role/designation indicated in clause 3 above will be purely based on your Performance.
5. You will be required to sign an agreement to confirm your willingness to get trained for a period of 6 months with a stipulation that you should work for Covalensedigital for a minimum period of 2 years from the date of completion of the initial 6 months training. This period will be termed as "**Compulsory Period**".
6. Covalensedigital reserves the right to terminate your training and remove you from the position if your performance is found unsatisfactory or if you are found violating the terms of the agreement you have executed.



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7. During your initial 6 months' probation period, you will be entitled for 6 Casual leaves. In the first year of service post your probation period, you are entitled for 12 days leave (Casual leaves and Sick leaves with medical certificate). Starting from second year of service, standard leave policy will apply and any leaves which are not availed in the last 18 months will laps.
8. Once you complete 6 months, you will be a full-time employee of Covalensedigital purely based on your performance and will be eligible for the benefits applicable for full time employees.
9. Please note that during the tenure of your work with Covalense Digital Solutions Private Limited in India, you may also be relocated to any place in India or outside India and as such you may at any time be Transferred / Seconded to any of the offices of the Company, its associates, organizations with whom the Company has transactions, whether the office is subsidiary, associate or the organization is in existence today or is to be setup hereafter.
10. You will be covered under Employee State Insurance Scheme of India.

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

Yours Truly  
For Covalense Digital Solutions Private Limited

Akhil Kittur  
Assistant Manager - HR



Rubesh Kanu Baniya  
Signature of Employee



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SURAMPALEM - 533 437



## Annexure- A

	<b>Rubesh Kanu Baniya</b>	
Designation	<b>Trainee Software Engineer</b>	
Department	<b>Integrations</b>	
Date of Joining	<b>1<sup>st</sup> July 2020</b>	
<b>Salary Structure:</b>	<b>Monthly (INR)</b>	<b>Annual ( INR)</b>
Basic	10,000.00	1,20,000.00
House Rent Allowance (HRA)	4,000.00	48,000.00
Special Allowance	8,719.00	1,04,628.00
<b>GROSS SALARY (A)</b>	<b>22,719.00</b>	<b>2,72,628.00</b>
<b>Covalensedigital Contributions:</b>		
Employer Provident Fund	1,800.00	21,600.00
Gratuity	481.00	5,772.00
<b>Total Contributions (B)</b>	<b>2,281.00</b>	<b>27,372.00</b>
<b>Cost to The Company(C) - (A+B)</b>		<b>3,00,000.00</b>

### More information on the benefits and allowances:

#### **Provident Fund:**

Under Provident Fund Scheme, employer will contribute 12% on 15000/ basic plus special allowances whichever is less or equivalent to employee contribution, whichever is lower, in addition to the employee contribution. Both Employer and Employee contributions are part of Total CTC.

#### **Gratuity:**

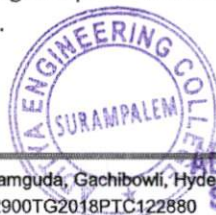
Gratuity is a part of the total CTC. Benefits from the Gratuity contributions is available only on completion of 5 years continuous service with the Covalensedigital.

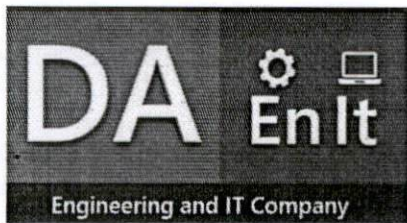
#### **Health Insurance:**

Covalensedigital covers its employees under Group Health Scheme for the benefit of the employee. This coverage includes employee, Spouse and 2 Children. The health insurance would be provided at no cost to the employee.

#### **Term Life Insurance:**

Covalensedigital covers its employees under a Term Insurance scheme which covers an unfortunate demise (Natural/Accidental) of an Employee and the coverage is up to 100% of Sum Insured. The Term Life Insurance is provided at no cost to the employee.





### Offer Letter

**Enumarathi Karthik,**

**24<sup>th</sup> December, 2020.**

**Subject: Appointment as Intern – Software Engineer.**

Congratulations! We are pleased to confirm you have been selected to work for **DAENIT (Daliparti Engineering and Technology)**. We are delighted to make you the following job offer.

This has reference to the interview you had with us. We are pleased to know that you will like to be a member of **DAENIT (Daliparti Engineering and Technology)**.

We are pleased to offer you a position of **Intern - Software Engineer**.

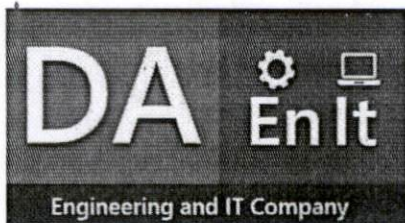
We would like you to start work on before **01<sup>st</sup> January, 2021**. If this date is not convenient, please contact me immediately.

We are confident you will be able to make a significant contribution to the success of our **DAENIT (Daliparti Engineering and Technology)** and look forward to working with you.

#### **Terms and Conditions:**

- Be it clearly understood and agreed that, You will be responsible for carrying out your work as assigned to you to the entire Satisfaction of the Management.
- You will be punctual and regular in your duties and will not absent yourself without prior Permission of the Management.
- The Management shall have every right to terminate your services at any time without assigning any reasons therefore by giving you one week's notice or salary in lieu thereof.
- You shall not anytime during the service period or thereafter disclose to anyone any information, know-how, knowledge, secrets, methods, plans etc of the company. Breach of this condition shall liable to immediate termination of the services and the company may take any other action suitable for breach of the contract.

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



---

**Consequences of Termination:**

- You hereby agreed that upon termination of this agreement by either of the company or you, you shall return all the properties belongings to the company in its possession as per the instructions of the company and hand over charges to the designated representative of the company. You agree that your failure to return the property to the company upon the termination shall be deemed to a criminal breach of trust.

In case the above terms and conditions of service are acceptable to you, please sign and return the Scan copy of the offer of appointment in token of your acceptance to the same.

Sincerely,

**Signed & Delivered**

**Vice President.**

*DSS Son*

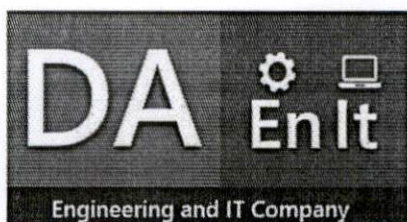
**Sai Daliparti**

**Authorized Signatory**



*S. K. 7*  
PRINCIPAL  
Aditya Engineering College  
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### Salary Annexure

Name: Enumarthy Karthik		Position Title: Intern - Software Engineer
Work Location: Kakinada		
Salary Break-up	Rs (per annum)	Rs (per month)
1. Base Salary	3,24,000	27,000
2. HRA	60,000	5,000
3. Special Allowance	1,08,000	9,000
4. Coveyance Allowance	6,000	500
5. Statutory Bonus	6,000	500
6. Medical Reimbursement	36,000	3,000
Gross Salary	5,40,000	45,000

We extend a very warm welcome into the **DAENIT (Daliparti Engineering and Technology)**. Family, and look forward to a long and mutually rewarding association.

Wishing you all the best,

Sincerely,

Signed & Delivered

Vice President.

DSS Son

Sai Daliparti

Authorized Signatory



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Aditya Engineering College  
SURAMPALEM

**Fwd: DXC Technology || Offer Letter**

17A91A0504 &lt;17A91A0504@aec.edu.in&gt;

Wed 4/28/2021 4:23 PM

To: AEC CSE Placements &lt;cseplacement@aec.edu.in&gt;

[Get Outlook for Android](#)**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxc.com>**Sent:** Thursday, November 26, 2020 1:09:30 AM**To:** 17A91A0504 <17A91A0504@aec.edu.in>**Subject:** DXC Technology || Offer Letter

25 November 2020

**Sai Harshitha Bathula**

Dear Sai Harshitha Bathula,

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. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are 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 your 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,



PRINCIPAL  
Aditya Engineering College  
SURAMPALEM



Lokendra Sethi

Lokendra Sethi

Vice President - Human Resources

25 November 2020

**Sai Harshitha Bathula**

Dear Sai Harshitha Bathula,

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 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 ₹360,000.00 per annum.**

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

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

##### **1.2 HRA**

**Maximum Limit:** 50% Of Annual Basic (Refer Annexure II for additional details)

##### **1.3 Transport Allowance (Fixed)**

Transport allowance shall not exceed the difference of amount between (basic salary + HRA+ Company contribution of provident Fund +Gratuity+ Bonus /Ex gratia (as applicable)) and total fixed salary

##### **1.4 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.

##### **1.5 Gratuity:**

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

##### **1.6 Bonus/ Ex gratia:**

For those earning basic salary up to Rs. 21, 000/-pm, advance Bonus is paid towards payment of bonus, payable under the Payment of Bonus Act, 1965.

##### **1.7 Insurance**

The Company will provide Group Life Insurance, Personal Accident Insurance for yourself and Medical Hospitalization Insurance Coverage as detailed below. The annual premium equivalent to Rs 13,976 will be borne by the Company and is over and above your fixed gross salary, mentioned above.



**Fwd: DXC Technology || Offer Letter**

MADDI VENEETH KUMAR <17A91A0532@aec.edu.in>

Fri 4/30/2021 10:43 AM

To: AEC CSE Placements <cseplacement@aec.edu.in>

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---

**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxs.com>

**Sent:** Thursday, 26 November 2020, 1:13 am

**To:** 17A91A0532

**Subject:** DXC Technology || Offer Letter



**DXC.technology**

25 November 2020

**Veneeth Kumar Maddi**

Dear Veneeth Kumar Maddi,

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. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are 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 your 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,



*Sul*  
PRINCIPAL

Aditya Engineering College  
SURAMPALAM

Yours Sincerely,

Lokendra Sethi

Lokendra Sethi

Vice President - Human Resources

25 November 2020

**Veneeth Kumar Maddi**

Dear Veneeth Kumar Maddi,

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 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 ₹360,000.00 per annum.**

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

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

##### **1.2 HRA**

**Maximum Limit:** 50% Of Annual Basic (Refer Annexure II for additional details)

##### **1.3 Transport Allowance (Fixed)**

Transport allowance shall not exceed the difference of amount between (basic salary + HRA+ Company contribution of provident Fund +Gratuity+ Bonus /Ex gratia (as applicable)) and total fixed salary

##### **1.4 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.

##### **1.5 Gratuity:**


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

##### **1.6 Bonus/ Ex gratia:**

For those earning basic salary up to Rs. 21, 000/-pm, advance Bonus is paid towards payment of bonus, payable under the Payment of Bonus Act, 1965.

##### **1.7 Insurance**



  
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**Fw: DXC Technology || Offer Letter**

17A91A0537 &lt;17A91A0537@aec.edu.in&gt;

Thu 4/15/2021 3:58 PM

To: AEC CSE Placements &lt;cseplacement@aec.edu.in&gt;

---

**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dx.com>**Sent:** 26 November 2020 01:02**To:** 17A91A0537 <17A91A0537@aec.edu.in>**Subject:** DXC Technology || Offer Letter

25 November 2020

**Murali Krishna Pollaimandala**

Dear Murali Krishna Pollaimandala,

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. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are 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 your 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,



  
PRINCIPAL  
Aditya Engineering College  
SURAMPALEM



Lokendra Sethi

Vice President - Human Resources

25 November 2020

**Murali Krishna Pollaimandala**

Dear Murali Krishna Pollaimandala,

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 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 ₹360,000.00 per annum.**

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

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

##### **1.2 HRA**

**Maximum Limit:** 50% Of Annual Basic (Refer Annexure II for additional details)

##### **1.3 Transport Allowance (Fixed)**

Transport allowance shall not exceed the difference of amount between (basic salary + HRA+ Company contribution of provident Fund +Gratuity+ Bonus /Ex gratia (as applicable)) and total fixed salary

##### **1.4 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.

##### **1.5 Gratuity:**

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

##### **1.6 Bonus/ Ex gratia:**

For those earning basic salary up to Rs. 21, 000/-pm, advance Bonus is paid towards payment of bonus, payable under the Payment of Bonus Act, 1965.

##### **1.7 Insurance**

The Company will provide Group Life Insurance, Personal Accident Insurance for yourself and Medical Hospitalization Insurance Coverage as detailed below. The annual premium equivalent to Rs 13,976 will be borne by the Company and is over and above your fixed gross salary, mentioned above.



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SURAMPALEM

**Offer letter M Babavamsi 17A91A0592**

MUTHABATULA BABAVAMSI &lt;17A91A0592@aec.edu.in&gt;

Tue 5/11/2021 1:16 PM

To: AEC CSE Placements &lt;cseplacement@aec.edu.in&gt;



25 November 2020

**Muthabatula Baba Vamsi**

Dear Muthabatula Baba Vamsi,

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. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are 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 your 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

25 November 2020

**Muthabatula Baba Vamsi**

*g.v.*  
PRINCIPAL  
Aditya Engineering College  
SURAMPALEM



Dear Muthabattula Baba Vamsi,

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 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 ₹360,000.00 per annum**.

### 1.1 Basic Salary

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

### 1.2 HRA

**Maximum Limit:** 50% Of Annual Basic (Refer Annexure II for additional details)

### 1.3 Transport Allowance (Fixed)

Transport allowance shall not exceed the difference of amount between (basic salary + HRA+ Company contribution of provident Fund +Gratuity+ Bonus /Ex gratia (as applicable)) and total fixed salary

### 1.4 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.

### 1.5 Gratuity:

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

### 1.6 Bonus/ Ex gratia:

For those earning basic salary up to Rs. 21, 000/-pm, advance Bonus is paid towards payment of bonus, payable under the Payment of Bonus Act, 1965.

### 1.7 Insurance

The Company will provide Group Life Insurance, Personal Accident Insurance for yourself and Medical Hospitalization Insurance Coverage as detailed below. The annual premium equivalent to Rs 13,976 will be borne by the Company and is over and above your fixed gross salary, mentioned above.

Medical Hospitalization Insurance coverage is extended to employee, spouse and up to two children on a family floater basis for INR 500,000. You have an option to top it up by INR 200,000 or INR 400,000 or INR 600,000 or INR 800,000 by paying an additional premium. You can also cover parents/in laws by paying premium in the same floater. Group personal accident insurance (GPAP) coverage is 3 times of Fixed Gross Salary or INR 1,000,000 whichever is higher. Group term life insurance coverage is 2.5 times the Fixed gross salary. The premium payable for these insurance benefits forms a part of your compensation.

Additionally, if you come within the purview of the Employee State Insurance Act 1948, you will be eligible for coverage as per the said Act. Your share of contribution along with the company's share of



**Fwd: DXC Technology || Campus Hiring FY'21 || Letter of Intent**

17A91A05A9 &lt;17A91A05A9@aec.edu.in&gt;

Sat 30-Jan-21 11:09 PM

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

Get Outlook for Android**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxs.com>**Sent:** Thursday, September 3, 2020 12:23:43 PM**To:** 17A91A05A9 <17A91A05A9@aec.edu.in>**Subject:** DXC Technology || Campus Hiring FY'21 || Letter of Intent**Re: Campus Recruitment - Letter of Intent (LOI)**Dear **Rebbavarapu Joseph Pramodh,**

Congratulations!

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

1. You would be on a probation period of six months from the date of your joining DXC Technology India.
2. Your designation at the time of joining would be **Associate Professional**.
3. Your total annual Cost to Company (CTC) would be amounting to **INR 3,60,000/-** (Rupees Three Lakhs Sixty Thousand only).

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

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

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

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Lokendra'.

**Lokendra Sethi**  
VP-Human Resource



PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437

## DXC Technology || Offer Letter

DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxs.com>

Wed 11/25/2020 2:35 PM

To: 17A91A05B8 <17A91A05B8@aec.edu.in>



25 November 2020

**Pulavarthy Harshitha**

Dear Pulavarthy Harshitha,

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. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are 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 your 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

25 November 2020

**Pulavarthy Harshitha**

Dear Pulavarthy Harshitha,



  
PRINCIPAL  
Aditya Engineering College  
SURAMPALEM



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 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 ₹360,000.00 per annum.

### **1.1 Basic Salary**

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

### **1.2 HRA**

**Maximum Limit:** 50% Of Annual Basic (Refer Annexure II for additional details)

### **1.3 Transport Allowance (Fixed)**

Transport allowance shall not exceed the difference of amount between (basic salary + HRA+ Company contribution of provident Fund +Gratuity+ Bonus /Ex gratia (as applicable)) and total fixed salary

### **1.4 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.

### **1.5 Gratuity:**

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

### **1.6 Bonus/ Ex gratia:**

For those earning basic salary up to Rs. 21, 000/-pm, advance Bonus is paid towards payment of bonus, payable under the Payment of Bonus Act, 1965.


### **1.7 Insurance**

The Company will provide Group Life Insurance, Personal Accident Insurance for yourself and Medical Hospitalization Insurance Coverage as detailed below. The annual premium equivalent to Rs 13,976 will be borne by the Company and is over and above your fixed gross salary, mentioned above.

Medical Hospitalization Insurance coverage is extended to employee, spouse and up to two children on a family floater basis for **INR 500,000**. You have an option to top it up by INR 200,000 or INR 400,000 or INR 600,000 or INR 800,000 by paying an additional premium. You can also cover parents/in laws by paying premium in the same floater. Group personal accident insurance (GPAP) coverage is 3 times of Fixed Gross Salary or INR 1,000,000 whichever is higher. Group term life insurance coverage is 2.5 times the Fixed gross salary. The premium payable for these insurance benefits forms a part of your compensation.

Additionally, if you come within the purview of the Employee State Insurance Act 1948, you will be eligible for coverage as per the said Act. Your share of contribution along with the company's share of contribution will be remitted, as per the said Act.



  
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SURAMPALEM



**Fw: DXC Technology || Offer Letter**

17A91A05H5 &lt;17A91A05H5@aec.edu.in&gt;

Tue 4/27/2021 3:51 PM

To: AEC CSE Placements &lt;cseplacement@aec.edu.in&gt;

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**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxc.com>**Sent:** Thursday, November 26, 2020 1:07 AM**To:** 17A91A05H5 <17A91A05H5@aec.edu.in>**Subject:** DXC Technology || Offer Letter

25 November 2020

**Pratap Yampalla**

Dear Pratap Yampalla,

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. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are 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 your 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



  
PRINCIPAL  
Aditya Engineering College  
SURAMPALEM

Lokendra Sethi

Vice President - Human Resources

25 November 2020

**Pratap Yampalla**

Dear Pratap Yampalla,

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** 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 ₹360,000.00** per annum.

#### **1.1 Basic Salary**

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

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**Maximum Limit:** 50% Of Annual Basic (Refer Annexure II for additional details)

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Medical Hospitalization Insurance coverage is extended to employee, spouse and up to two children on a family floater basis for INR 500,000. You have an option to top it up by INR 200,000 or INR 400,000 or INR 600,000 or INR 800,000 by paying an additional premium. You can also cover parents/in laws by paying premium in the same floater. Group personal accident insurance (GPAP) coverage is 3 times of



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SURAMPALEM





19 Aug, 2021

Hemasri Charan Duddupudi

Dear Hemasri Charan,

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 but not limited to 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. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are 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 (Aug 21, 2021 23:02 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



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Fwd: 17A91A0234 Niharika Pragada DXCTechnology || Campus Hiring FY'21 || Letter of Intent

NIHARIKA PRAGADA <pragadaniharika@gmail.com>

Sun 31-Jan-21 9:02 AM

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

1 attachments (7 KB)

image002.png;

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

From: **DXC India CampusConnect** <DXCIndiaCampusConnect@dx.com>

Date: Thu, 3 Sep 2020, 12:27

Subject: DXC Technology || Campus Hiring FY'21 || Letter of Intent

To: [pragadaniharika@gmail.com](mailto:pragadaniharika@gmail.com) <[pragadaniharika@gmail.com](mailto:pragadaniharika@gmail.com)>



Re: **Campus Recruitment - Letter of Intent (LOI)**

Dear **Niharika Pragada,**

Congratulations!

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

1. You would be on a probation period of six months from the date of your joining DXC Technology India.
2. Your designation at the time of joining would be **Associate Professional**.

<https://outlook.office.com/mail/AQMkADQxODIiMTc1LTlzMGMQNDVhNC04NDBhLTg3YWJhMTU5M2I2NQAAAD7LAmVhX3Uk2kcDmZfRcVoQ...> 1/2



  
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3. Your total annual Cost to Company (CTC) would be amounting to INR 3,60,000/- (Rupees Three Lakhs Sixty Thousand only).

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

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

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

Yours sincerely,



**Lokendra Sethi**

**VP-Human Resource**

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.

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**Fwd: DXC Technology || Campus Hiring FY'21 || Letter of Intent**

17A91A1202 &lt;17A91A1202@aec.edu.in&gt;

Sat 30-Jan-21 11:30 PM

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

Get Outlook for Android**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxs.com>**Sent:** Thursday, September 3, 2020 12:28:07 PM**To:** 17A91A1202 <17A91A1202@aec.edu.in>**Subject:** DXC Technology || Campus Hiring FY'21 || Letter of Intent**Re: Campus Recruitment - Letter of Intent (LOI)**Dear **Ishita Adapa,**

Congratulations!

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

1. You would be on a probation period of six months from the date of your joining DXC Technology India.
2. Your designation at the time of joining would be **Associate Professional**.
3. Your total annual Cost to Company (CTC) would be amounting to **INR 3,60,000/-** (Rupees Three Lakhs Sixty Thousand only).

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

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

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

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Lokendra'.

**Lokendra Sethi**  
VP-Human Resource

A handwritten signature in green ink, appearing to read 'S. V.'.

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



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.

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**Fwd: DXC Technology || Update on Letter of Intent Communication**

17A91A0416 &lt;17A91A0416@aec.edu.in&gt;

Sat 30-Jan-21 10:58 PM

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

Get Outlook for Android**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxc.com>**Sent:** Monday, October 19, 2020 12:29:20 PM**Subject:** DXC Technology || Update on Letter of Intent Communication

Dear Candidates,

This is to inform you, if you have accepted our letter of intent sent by us, by responding to it on e-mail, the same is registered with us and you need not expect any further communication from us in this regard. However, if you do have a specific query you can write the same to us and we will respond to it within the stipulated turnaround time.

With regards to the further processes and actions to be completed by you, we will reach out to you by e-mail in due course of time as and when necessary over the next couple of months.

Thanks and Regards  
University Campus Relation  
Human Resource



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.

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SURAMPALEM - 533 437

**Fwd: DXC Technology || Campus Hiring FY'21 || Letter of Intent**

17A91A0418 &lt;17A91A0418@aec.edu.in&gt;

Sat 30-Jan-21 11:27 PM

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

Get Outlook for Android**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxs.com>**Sent:** Thursday, September 3, 2020 12:33:53 PM**To:** 17A91A0418 <17A91A0418@aec.edu.in>**Subject:** DXC Technology || Campus Hiring FY'21 || Letter of Intent**Re: Campus Recruitment - Letter of Intent (LOI)**Dear **Hema Mutya Sri Guthula,**

Congratulations!

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

1. You would be on a probation period of six months from the date of your joining DXC Technology India.
2. Your designation at the time of joining would be **Associate Professional.**
3. Your total annual Cost to Company (CTC) would be amounting to **INR 3,60,000/-** (Rupees Three Lakhs Sixty Thousand only).

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

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

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

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Lokendra'.

**Lokendra Sethi**  
VP-Human Resource



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



**Fwd: DXC Technology || Campus Hiring FY'21 || Letter of Intent**

Sangeetha Sripadam &lt;sangeethasripadam@gmail.com&gt;

Sat 30-Jan-21 10:11 PM

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

1 attachments (2 KB)

image003.jpg;

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

From: **DXC India CampusConnect** <DXCIndiaCampusConnect@dxs.com>

Date: Thu, 3 Sep 2020, 12:31 pm

Subject: DXC Technology || Campus Hiring FY'21 || Letter of Intent

To: sangeethasripadam@gmail.com <sangeethasripadam@gmail.com>**Re: Campus Recruitment - Letter of Intent (LOI)**Dear **Sripadam Sangeetha,**

Congratulations!

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

1. You would be on a probation period of six months from the date of your joining DXC Technology India.
2. Your designation at the time of joining would be **Associate Professional**.

  
PRINCIPALADITYA ENGINEERING COLLEGE  
SURAMPALLEM - 533 437

3. Your total annual Cost to Company (CTC) would be amounting to **INR 3,60,000/-** (Rupees Three Lakhs Sixty Thousand only).

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

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

Yours sincerely,



**Lokendra Sethi**

**VP-Human Resource**

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.

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**Fw: DXC Technology || Campus Hiring FY'21 || Letter of Intent**

17A91A04A9 &lt;17A91A04A9@aec.edu.in&gt;

Sat 30-Jan-21 10:02 PM

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

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**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxc.com>**Sent:** Thursday, September 3, 2020 4:57 AM**To:** 17A91A04A9 <17A91A04A9@aec.edu.in>**Subject:** DXC Technology || Campus Hiring FY'21 || Letter of Intent**Re: Campus Recruitment - Letter of Intent (LOI)**Dear **Lalitha Sowmya Simma,**

Congratulations!

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

1. You would be on a probation period of six months from the date of your joining DXC Technology India.
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Here's wishing you a successful career with DXC Technology. We look forward to welcoming you on board.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Lokendra'.

**Lokendra Sethi**  
VP-Human Resource

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,

<https://outlook.office.com/mail/AQMkADQxODIiMTc1LTlzMGMQIiNDVhNC04NDBhLTg3YWJhMTU5M2I2NQAAAD7LAmVhX3Uk2kcDmZIRcVoQ...> 1/2





**Fwd: DXC Technology || Campus Hiring FY'21 || Letter of Intent**

17A91A04I2 &lt;17A91A04I2@aec.edu.in&gt;

Sun 31-Jan-21 5:41 PM

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

Get Outlook for Android**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxs.com>**Sent:** Thursday, September 3, 2020 12:34:45 PM**To:** 17A91A04I2 <17A91A04I2@aec.edu.in>**Subject:** DXC Technology || Campus Hiring FY'21 || Letter of Intent**Re: Campus Recruitment - Letter of Intent (LOI)**Dear **Chavatapalli Tarun Vamsi Krishna,**

Congratulations!

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

1. You would be on a probation period of six months from the date of your joining DXC Technology India.
2. Your designation at the time of joining would be **Associate Professional.**
3. Your total annual Cost to Company (CTC) would be amounting to **INR 3,60,000/-** (Rupees Three Lakhs Sixty Thousand only).

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

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

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

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Lokendra'.

**Lokendra Sethi**  
VP-Human Resource



A handwritten signature in green ink, appearing to be a stylized 'S' or 'J'.

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

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.

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*SVL*  
PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437

**Fw: DXC Technology || Campus Hiring FY'21 || Letter of Intent**

17A91A04K0 &lt;17A91A04K0@aec.edu.in&gt;

Sun 31-Jan-21 9:09 AM

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

---

**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxc.com>**Sent:** Thursday, September 3, 2020 12:34 PM**To:** 17A91A04K0 <17A91A04K0@aec.edu.in>**Subject:** DXC Technology || Campus Hiring FY'21 || Letter of Intent**Re: Campus Recruitment - Letter of Intent (LOI)**Dear **Vijaya Lakshmi Konala,**

Congratulations!

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

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Yours sincerely,

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**Lokendra Sethi**  
VP-Human Resource



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ADITYA ENGINEERING COLLEGE  
SURAMPALEM-533 437

DXC Technology India Private Limited (formerly CSC Technologies India Private Limited) Unit 3



**Fwd: DXC Technology || Campus Hiring FY'21 || Letter of Intent(Alisha Khatun,roll no. 17A91A0502)**

Alisha Khatun <khatunalisha521@gmail.com>

Sun 31-Jan-21 8:15 AM

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

1 attachments (8 KB)

image001.png;

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

From: **Alisha Khatun** <khatunalisha521@gmail.com>

Date: Sat, 19 Sep, 2020, 12:02 pm

Subject: Fwd: DXC Technology || Campus Hiring FY'21 || Letter of Intent

To: <amitkumarsamanta66@gmail.com>

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

From: **DXC India CampusConnect** <DXCIndiaCampusConnect@dxc.com>

Date: Thu, 17 Sep 2020 at 23:18

Subject: DXC Technology || Campus Hiring FY'21 || Letter of Intent

To: khatunalisha521@gmail.com <khatunalisha521@gmail.com>



**Re: Campus Recruitment - Letter of Intent (LOI)**

Dear **ALISHA**

Congratulations!

We, EIT Services India Private Limited (DXC Technology) are pleased to inform that you have successfully completed the selection process conducted by DXC Technology India. This letter is to



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ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437

confirm that we intend to offer a **"Associate Professional"** competency level opportunity to you, on the following key terms and conditions:

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

Yours sincerely,



**Lokendra Sethi**

**VP-Human Resource**



  
PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437

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.

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**DXC Technology || Campus Hiring FY'21 || Letter of Intent**

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

Thu 9/17/2020 11:18 PM

To: 17A91A0540 &lt;17A91A0540@aec.edu.in&gt;

**Re: Campus Recruitment - Letter of Intent (LOI)**Dear **NAMADI**

Congratulations!

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

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

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Lokendra'.

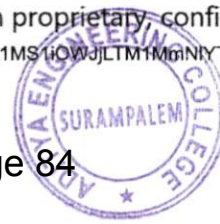
**Lokendra Sethi**  
VP-Human Resource

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.

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<https://outlook.office.com/mail/search/id/AAQkADMxMzAyMGEyLTQyZjQlNDAlMS1lOWJjLTMTMTMmNlYU0NmlyNgAQAKujWN4JqUOOteXrG3ltsJA...>

1/2



  
PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALAM - 533 437



**Fw: DXC Technology || Campus Hiring FY'21 || Letter of Intent**

17A91A0584 &lt;17A91A0584@aec.edu.in&gt;

Sat 30-Jan-21 10:40 PM

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

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**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxs.com>**Sent:** Thursday, September 3, 2020 12:31 PM**To:** 17A91A0584 <17A91A0584@aec.edu.in>**Subject:** DXC Technology || Campus Hiring FY'21 || Letter of Intent**Re: Campus Recruitment - Letter of Intent (LOI)**Dear **Kottem Sai Surya,**

Congratulations!

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

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Yours sincerely,

A handwritten signature in black ink, appearing to read 'Lokendra'.

**Lokendra Sethi**  
VP-Human Resource

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,

<https://outlook.office.com/mail/AQMkADQxODIIMTc1LTlzMGRQINDVhNC04NDBhLTg3YWJhMTU5M2ZlZnQAAAD7LAmVhX3Uk2kcDmZFRcVoQ...> 1/2



**Fw: DXC Technology || Campus Hiring FY'21 || Letter of Intent**

17A91A05C9 &lt;17A91A05C9@aec.edu.in&gt;

Wed 03-Feb-21 7:22 AM

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

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**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxs.com>**Sent:** 03 September 2020 12:32**To:** 17A91A05C9 <17A91A05C9@aec.edu.in>**Subject:** DXC Technology || Campus Hiring FY'21 || Letter of Intent**Re: Campus Recruitment - Letter of Intent (LOI)**Dear **Sai Pavani Chalamala,**

Congratulations!

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

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

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Lokendra'.

**Lokendra Sethi**  
VP-Human Resource

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<https://outlook.office.com/mail/id/AAMkADQxODliMTc1LTlzMGMQINDVhNC04NDBhLTg3YWJhMTU5M2I2NQBGAAAAADssCZWfSTaRwOZ9...> 1/2



**Fw: DXC Technology || Campus Hiring FY'21 || Letter of Intent**

17A91A05E3 &lt;17A91A05E3@aec.edu.in&gt;

Sun 31-Jan-21 10:26 AM

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

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**From:** DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dx.com>**Sent:** 03 September 2020 12:31**To:** 17A91A05E3 <17A91A05E3@aec.edu.in>**Subject:** DXC Technology || Campus Hiring FY'21 || Letter of Intent**Re: Campus Recruitment - Letter of Intent (LOI)**Dear **Bharathi Sai Sravya Jasthi**,

Congratulations!

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

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

Yours sincerely,

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**Lokendra Sethi**  
VP-Human Resource

DXC Technology India Private Limited (formerly CSC Technologies India Private Limited) - Unit 13,

<https://outlook.office.com/mail/AQMkADQxODIiMTc1LTlzMGMQINDVhNC04NDhE1Tg3YWJhMTU5M2I2NQAUAAAD7LAmVhX3Uk2kcDmZTRcVoQ...> 1/2





**Fwd: DXC Technology || Campus Hiring FY'21 || Letter of Intent**

amulya thotakura &lt;amulyathotakura10@gmail.com&gt;

Sun 31-Jan-21 8:04 AM

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

1 attachments (2 KB)

image003.jpg;

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

From: **DXC India CampusConnect** <DXCIndiaCampusConnect@dxc.com>

Date: Thu, 3 Sep 2020, 12:28 p.m.

Subject: DXC Technology || Campus Hiring FY'21 || Letter of Intent

To: amulyathotakura10@gmail.com <amulyathotakura10@gmail.com>**Re: Campus Recruitment - Letter of Intent (LOI)**Dear **Amulya Thotakura**,

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

Congratulations!

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

1. You would be on a probation period of six months from the date of your joining DXC Technology India.

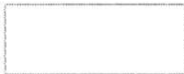
2. Your designation at the time of joining would be **Associate Professional.**
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Here's wishing you a successful career with DXC Technology. We look forward to welcoming you on board.

Yours sincerely,




**Lokendra Sethi**

**VP-Human Resource**

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SURAMPALEM - 533 437

11/27/2020

Gmail - DXC Technology || Offer Letter



Bipin Bikesh <mail4bipinbikesh@gmail.com>

## DXC Technology || Offer Letter

1 message

DXC\_India\_CampusConnect <DXCIndiaCampusConnect@dxcc.com>  
To: "mail4bipinbikesh@gmail.com" <mail4bipinbikesh@gmail.com>

Thu, Nov 26, 2020 at 12:59 AM



25 November 2020

**Bipin Bikesh**

Dear Bipin Bikesh,

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. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are 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 your 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

<https://mail.google.com/mail/u/0?ik=6aca780695&view=pt&search=all&permthid=thread-f%3A1684361822904927807&simpl=msg-f%3A1684361822...> 1/11





All employees are expected to maintain the confidentiality and integrity of the information assets and comply with the Information Security Policies. Employees are expected to maintain confidentiality of information residing in mobile computing devices such as portable laptops, notebooks, palmtops, other transportable computers and storage media. Employees are responsible for maintaining information security outside the premises of organization and outside the normal working hours.

### 2.10 Non-Smoking Policy:

Smoking is prohibited in the office premises other than the specifically assigned zones, if any.

### 2.11 General Conditions

I. Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business unit to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.

II. You will be governed by all the Company's rules and regulations that are in force now and those, which may come into, force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.

III. You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.

IV. You will be covered by DXC Technology Employee's Intellectual Property Policy, the Company's Standards of Business Conduct and other policies, procedures and other rules as applicable from time to time.

V. The terms of the employment shall be governed by the laws of India.

VI. If you are absent from the designated office beyond a period of 3 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance.

Thanking You,

Yours Sincerely,

Lokendra Sethi

Lokendra Sethi

Vice President - Human Resources

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

Bipin

Bipin Bikesh

Date: 27-11-2020

<https://mail.google.com/mail/u/0?ik=6aca780695&view=pt&search=all&permthid=thread-f%3A1684361822904927807&siml=msg-f%3A1684361822904927807>



**DXC Technology || Campus Hiring FY'21 || Letter of Intent**

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

Thu 03/09/2020 12:21

To: 17A91A1246 &lt;17A91A1246@aec.edu.in&gt;

**Re: Campus Recruitment - Letter of Intent (LOI)**Dear **Pothuraju Durga Prasad**,

Congratulations!

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

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Yours sincerely,

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**Lokendra Sethi**  
**VP-Human Resource**

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.

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SURAMPALAM

**Fwd: DXC Technology || Campus Hiring FY'21 || Letter of Intent**

reshma tammana &lt;aparnareshma25@gmail.com&gt;

Sun 31-Jan-21 10:40 AM

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

1 attachments (7 KB)

image002.png;

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

From: **DXC India CampusConnect** <DXCIndiaCampusConnect@dxc.com>

Date: Thu, Sep 3, 2020, 12:26 PM

Subject: DXC Technology || Campus Hiring FY'21 || Letter of Intent

To: [aparnareshma25@gmail.com](mailto:aparnareshma25@gmail.com) <[aparnareshma25@gmail.com](mailto:aparnareshma25@gmail.com)>**Re: Campus Recruitment - Letter of Intent (LOI)**Dear **Reshma Aparna Tammana,**

Congratulations!

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

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SURAMPALEM



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Yours sincerely,



**Lokendra Sethi**

**VP-Human Resource**

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.



**Fwd: DXC Technology || Offer Letter**

venkatavikas chitturi &lt;venkatavikas222@gmail.com&gt;

Sun 31-Jan-21 9:16 AM

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

1 attachments (8 KB)

image001.jpg;

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

From: **DXC India CampusConnect** <DXCIndiaCampusConnect@dxs.com>

Date: Thu, 26 Nov, 2020, 12:56 AM

Subject: DXC Technology || Offer Letter

To: venkatavikas222@gmail.com <venkatavikas222@gmail.com>

25 November 2020

**Venkata Vikas Chitturi**

Dear Venkata Vikas Chitturi,

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. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are 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 your 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

Vice President - Human Resources

25 November 2020

**Venkata Vikas Chitturi**

Dear Venkata Vikas Chitturi,

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 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 ₹360,000.00 per annum.**

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

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

##### **1.2 HRA**

**Maximum Limit:** 50% Of Annual Basic (Refer Annexure II for additional details)

##### **1.3 Transport Allowance (Fixed)**

Transport allowance shall not exceed the difference of amount between (basic salary + HRA+ Company contribution of provident Fund +Gratuity+ Bonus /Ex gratia (as applicable)) and total fixed salary

##### **1.4 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.



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VI. If you are absent from the designated office beyond a period of 3 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance.

Thanking You,

Yours Sincerely,

**Lokendra Sethi**

Vice President - Human Resources

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

\_\_\_\_\_  
Venkata Vikas Chitturi

Date:

**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

\_\_\_\_\_  
First Name Middle Name Last Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Place

-----  
-----

## Annexure II



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SURAMPALEM, 522 107

August 18, 2021

**Gadi Rani**

Bangalore

gadirani4567@gmail.com

### Offer Letter

Dear Gadi Rani,

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

- |                            |  |
|----------------------------|--|
| 1. Designation             | <b>IT Trainee / Global Title – InP - IT Trainee</b>  |
| 2. Company                 | <b>Fidelity Information Services India Private Ltd</b>   |
| 3. Place of Posting:       | 2 <sup>nd</sup> & 3 <sup>rd</sup> Floor, Tower 3, Block Warp, SJR I Park, EPIP Zone<br>Whitefield Road, Bangalore – 560066 |
| 4. Date of Joining         | <b>30<sup>th</sup> August 2021</b>   |
| 5. Compensation & Benefits | Annual Fixed Pay : Rs. 465116/-<br>Performance Pay : Rs. 34884/-<br><b>Total Compensation (TC): Rs. 500000/-</b>           |

Break up of above Compensation details are provided in Annexure I

- |                              |  |
|------------------------------|--|
| 6. <b>Background Checks:</b> | Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer.  |
| 7. <b>Confidentiality:</b>   | You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.   |
| 8. <b>Notice Period:</b>     | Notwithstanding anything stated herein, your services are liable to be terminated by the Company without assigning any reason, by giving you <b>75 days</b> Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving <b>75 days</b> Notice or salary in lieu of Notice. Salary for this purpose will be computed on Monthly Base pay excluding Employer PF contribution.   |
| 9. <b>Probation Period:</b>  | You will be on probation initially for a period of <b>6 [six]</b> months during which time your progress will be monitored. At the end of this period, your employment will be deemed confirmed, provided you achieve performance standard. In the event of unsatisfactory progress, appropriate procedures will be implemented which may either result in extension of your probationary period or termination of your employment either during or at the end of probation. |



  
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10. **Cause for Termination Means:** A wilful failure by You to substantially perform your duties and responsibilities, breach of Company policies and Code of Business Conduct and Ethics and the commission by You of theft, fraud, breach of trust or any material act of dishonesty involving the Company or its Affiliates.
11. **Hours of Work:** Your normal working hours shall be 9 hours per day and 45 hours per week, including applicable intervals for rest. The Company also reserves the right to vary your hours of work and days of attendance, either on a permanent or temporary basis, dependent on business requirements. In the event of this you will be provided with reasonable notice.

The company follows a flexible working time system, which will enable You to choose your arrival and/or departure time from a range of available hours, subject to approval from your Reporting Manager. Further, you may be required to work in shifts or in a different weekly work schedule due to business reasons. You will be communicated about such differential schedule and work timings by your Reporting Manager.

You will be required to devote the whole of your time, attention and skill to the business and affairs of the Company both during normal business hours and during such additional hours, as permitted by Law as are necessary for the proper performance of your duties or as the Company may reasonably require from time to time.

Sharing of this information will result in withdrawal of your letter of offer

A detailed Appointment Letter will be issued to you soon after you have joined the Company.

The **Annexure II** needs to be accepted and signed along with this offer letter.

We look forward to having you on board with Team FIS.

Yours sincerely



**Amol Gupta**  
People Leader - India and Philippines



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**ANNEXURE I**

**Compensation and Benefits**

**Name:** Gadi Rani **w.e.f.** 30-Aug-21

**FIXED PAY**

Particulars	Amount (PM)	Amount (PA)
Basic Salary	19,380	232,560
House Rent Allowance	9,690	116,280
Flexi Benefit Plan <sup>^</sup>	7,364	88,364
Employer's contribution to Provident Fund	2,326	27,912
<b>BASE PAY (FIXED PAY)</b>	<b>38,760</b>	<b>465,116</b>
Performance Bonus*		34,884
<b>TOTAL COMPENSATION (TC)</b>		<b>500,000</b>

**ANNUAL BENEFITS**

Benefit Particulars	Amount (PA)
Gratuity (As per payment of Gratuity Act)	11,187
Premium paid by the employer for Group Health Medical Insurance**	24,145
<b>COST TO COMPANY (CTC)</b>	<b>535,332</b>

\* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.

Taxes and other statutory deductions/payments as per applicable law.

\*\* To know your eligibilities for Group Health Medical Insurance, please refer to the policy

\*\*You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.

<sup>^</sup> Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager





Letter of Intent

18 December 2020

Manyam Yuva Naga Satya Suryakiran  
Aditya College Of Engineering  
Surampalem

Dear Manyam **Yuva Naga Satya Suryakiran**,

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

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.50 Lac per annum.

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

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Prior to joining Hexaware and commencement of your training program, you are required to join the Early Intervention Program (EIP) to be conducted by Hexavarsity and complete it successfully.

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

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

Yours faithfully,  
For **HEXAWARE TECHNOLOGIES LIMITED**

*Monica Mathur*

**Monica Mathur**  
Vice President, Recruitment-India & APAC



*for him*  
**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) : L72900MH1992PLC069562 URL: [www.hexaware.com](http://www.hexaware.com)



Letter of Intent

19 October 2020

Dinesh Kumar  
Aditya College Of Engineering  
Surampalem

Dear **Dinesh Kumar,**

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

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.50 Lac per annum.

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

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Prior to joining Hexaware and commencement of your training program, you are required to join the Early Intervention Program (EIP) to be conducted by Hexavarsity and complete it successfully.

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

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

Yours faithfully,  
For **HEXAWARE TECHNOLOGIES LIMITED**

*Monica Mathur*

**Monica Mathur**  
Vice President, Recruitment-India & APAC



*S.V.*  
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)





To

Dear Mr. / Ms.

**L. Sri Hamsitha Priya**

**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 **Dec. 2, 21**. Your salary will be Rs. 13000/- 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.

**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



**PRINCIPAL**

**ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437**



To

Dear Mr. / Ms.

VijayaSri Varshikha, Joshi

**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 *Nov-20*. Your salary will be Rs. 13000/- 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.



**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.

**K.V.S. Siva Jaya Lakshmi**

**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 *Nov-2024*. Your salary will be Rs. 13000/- 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.



**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

**ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437**





July 27, 2021

HRD/3T/21-22/1002126871

Ms. Manchala Deepthi  
Candidate ID: 1002126871  
D/No:3-42/1,Driver'S Colony,  
Suryaraopeta,Indrapalem  
Kakinada- 533006  
Kakinada  
India  
Ph: (91) 77298 68369

Dear Manchala,

## SUB: LETTER OF INTENT TO HIRE

**Congratulations!** Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

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



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

# jaro education®

1<sup>st</sup> December, 2020

To,  
**Ms. Patchari Sushmitha,**

Dear Patchari,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

**Find below compensation details:**

During the first three month (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first three month is achieved (100%) then your salary will be revised to **Rs.35,000/-pm** (As per below table) effective from fourth month.

Particulars		(Amount in Rupees.)	
		For 1 <sup>st</sup> three months	Effective from 4 <sup>th</sup> Month
Basic Salary	:	15,100	15,500
House Rent Allowance	:	1,510	6,200
Transport Reimbursement	:	1,600	1,600
Telephone Reimbursement	:	500	500
Statutory Bonus (Paid Monthly)	:	1,258	1,291
Special Allowance	:	5,032	9,909
<b>Total</b>		<b>25,000</b>	<b>35,000</b>
Daily Travel Reimbursement	:	3,000	3,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	10,000	10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,000	2,000
<b>Total</b>	:	<b>40,000</b>	<b>50,000</b>

Regards,  
Jaro Education



**Sushant Mallya**  
**General Manager – Human Resource**

I agree to the above terms & conditions \_\_\_\_\_ Dated \_\_\_\_\_



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

**Jaro Institute of Technology Management and Research Limited**

**Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.**

**CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in**



# MAQ Software

Korumilli Suneel Varma  
Aadhaar No: 5143 4892 1521  
Phone: 918 239 8668  
E-mail: suneelvarma55@gmail.com

Date: December 1, 2020

Dear **Suneel**:

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 Intern** 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 Intern** 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 **Monday, December 7, 2020**.

3. **Service Agreement:** Not applicable

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

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

a. You will be on internship for the period from **Monday, December 7, 2020** to **Monday, December 6, 2021**.



**PRINCIPAL**

MAQ Software Hyderabad Private Limited | (CIN: U72200TG2008PTC059821)  
Level-7, Building H08, Astro, aVance Business Hub, SEZ, Hyderabad-500 081, Telangana | Tel: 040-4010 0579  
www.MAQSoftware.com



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. The notice period for the internship will be two 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

Accepted and Agreed

\_\_\_\_\_  
Signature  
Amrisha Shah  
Director of Application Services Delivery  
Date: December 1, 2020

\_\_\_\_\_  
Signature  
Korumilli Suneel Varma  
  
Date: \_\_\_\_\_

Attachment A: Confidential Information and Invention Assignment Agreement.



PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437

Page 2 of 2

## Multiplier Solutions

AI Powered Healthcare Marketing

### Employment Offer Letter

May 28, 2021

Ms. Karri Rajeswari,

D/o Karri Suri Babu

**Permanent Address:** Do.no: 7-72,

Tadepalligudem road,

Parimpudi, koyyalagudem,

Westgodavari District-534312

Phno : 9440915895

Dear Ms. Karri Rajeswari,

Multiplier Solutions, a company with registered office at Hyderabad, Telangana, is pleased to offer you a job as **Digital Marketing and Campaigns Executive**. We trust that your hard work and our environment will help you to be among our most valuable team members.

Should you accept this job offer, per company policy you'll be eligible to receive the following beginning from your joining date

- **Nature of Work:** The Company is engaged in providing end to end marketing solutions to hospitals, doctors and healthcare companies. Your role as **Digital Marketing and Campaigns Executive** will include all activities that can help our customers grow; develop their brand, provide better customer service and other activities that benefit our customers.
- **Salary:** Total CTC will be **3,01,000 (Three Lakh and One Thousand Rupees only)** effective from **28-May-2021 till 31-May-2023**.
  - **Salary:** From **28-May-2021**, the associate will be paid annual gross starting salary of 3,01,000/- Indian Rupees (Three Lakh and One thousand only) subject to taxes as applicable.
  - **Stipend:** For three months from **28-May-2021** till **31-August-2021**, will be considered as internship during which a stipend of Rs. 7000 per month will be paid for six days availability in a week.
  - For the next three months from **01-September-2021** till **30-November-2021**, monthly payments of Rs. 7,000 and bonus will be 3,000 subjects to taxes will be paid by the company

An **additional monthly incentive** of **Rs. 3000/-** per month applicable after successful completion of the first three months of training period. This additional incentive will be applicable for a period of 3 months only.

This additional performance based incentive will be released subject to the following terms and conditions:

- Employees should have completed all the modules of the training program, submitted the assignments and started working on live projects.
- The bonus will not be applicable if the employee is not working for any Live project and



*S. V.*  
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Aditya Engineering College  
SURAMPALEM

## Multiplier Solutions

AI Powered Healthcare Marketing

Name	Karri Rajeshwari
Designation	Digital Marketing & Campaigns Executive

DETAILED SALARY STRUCTURE SHEET	
(Amount in Rupees)	
Internship Duration of 1 months (INR 7,000)	21,000
Training Duration of 3 months (INR 10,000)	30,000

(Amount in Rupees)		
Particulars	3 Months	9 Months
Basic Salary	6,800	8,400
House Rent Allowance	2,720	3,360
Conveyance allowance	1,600	1,600
Medical reimbursement <sup>#</sup>	1,250	1,250
PF Employers' Share	816	1,008
Monthly Bonus	3,000	4,000
Other Allowance <sup>#</sup>	814	1,382
Gross Salary (Per Month)	17,000	21,000
Performance Based Retention Bonus		10,000
Total Cost to Company (CTC) Per Annum		3,01,000

# Allowance are taxable if respective bills for were not submitted before January of every year

\* Bonuses are payable as per details in Offer letter


\* The monthly bonus will not be payable during internship duration or notice period duration in case the associate plans to leave the organization due to any reason.

\* Bonus is paid to employee on 15<sup>th</sup> of every month.

# At time of inclusion of employee in provident fund or professional tax the total amount payable to provident fund (employee contribution and company contribution) will be adjusted from the different components of the gross salary.

**Note:** ESI (if applicable) and PT charges for Employee share will be deducted from the CTC as per Government norms. Employer's share of ESI will be added in addition to the above mentioned CTC.



  
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## LETTER OF INTENT

Dear **Chandrika,**

The purpose of this letter is to inform you that your candidature has been selected for the position of **Digital Marketing & Voice Process** in **Multiplier IT Solutions India Pvt Ltd**. We are excited to have you as part of our team.

We take the privilege to inform you that your employment will start from **(01/June/2021)** given that all the joining formalities including your bank formalities are completed by **12-May-2021**. However the expected date of joining could vary based on project requirements and unforeseen circumstances.

**Note that:** This LOI will be considered invalid after **06-May-2021** unless the joining formalities including Bank Guarantee is completed and the offer letter is issued and accepted by the candidate. Also the LOI needs to be accepted by the candidate and it will be considered valid from the date of issuance till **12-May-2021** only. Once the candidate has accepted the LOI they will not sit through any of the campus placements.

Looking forward to on-board you as a part of our team!

Digitally signed  
by Saumya  
Prakash  
Saumya Prakash,  
Director, Multiplier IT Solutions India Pvt Ltd

Chandrika  
Signature:

[www.multipliersolutions.com](http://www.multipliersolutions.com)



*Sul*  
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## Multiplier Solutions

AI Powered Healthcare Marketing

### Employment Offer Letter

May 26, 2021

Ms. Jahnavi villuri,

D/o Satish

**Permanent Address:** 2-41/2,

ponnamanda, niarsidhardhanagar,

Razole,

East Godavari,

Andhra Pradesh – 533248

Ph no: 7780694441.

Dear Ms. Jahnavi villuri,

Multiplier Solutions, a company with registered office at Hyderabad, Telangana, is pleased to offer you a job as **Digital Marketing and Voice Process Executive**. We trust that your hard work and our environment will help you to be among our most valuable team members.

Should you accept this job offer, per company policy you'll be eligible to receive the following beginning from your joining date

- **Nature of Work:** The Company is engaged in providing end to end marketing solutions to hospitals, doctors and healthcare companies. Your role as **Digital Marketing and Voice Process Executive** will include all activities that can help our customers grow; develop their brand, provide better customer service and other activities that benefit our customers.

**Salary:** Total CTC will be **2,91,000** (Two Lakh and Ninety One Thousand Rupees Only) effective from 26-May-2021

- **Salary:** From **26-May-2021**, the associate will be paid annual gross starting salary of 2,91,000/- Indian Rupees (Two Lakh Ninety One Thousand Only) subject to taxes as applicable.
- **Stipend:** For three months from **26-May-2021** till **31-August-2021**, will be considered as internship during which a stipend of Rs. 7000 per month will be paid for six days availability in a week.
  - For the next three months from **01-September-2021** till **30-November-2021**, monthly payments of Rs. 7,000 and bonus will be 3,000 subjects to taxes will be paid by the company

An **additional monthly incentive** of **Rs. 3000/-** per month applicable after successful completion of the first three months of training period. This additional incentive will be applicable for a period of 3 months only.

This additional performance based incentive will be released subject to the following terms and conditions:



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## Multiplier Solutions

AI Powered Healthcare Marketing

Name	Jahnavi villuri
Designation	Digital Marketing & Voice Process Executive

### DETAILED SALARY STRUCTURE SHEET

(Amount in Rupees)

Internship Duration of 1 months (INR 7,000)	21,000
Training Duration of 3 months (INR 10,000)	30,000

(Amount in Rupees)

Particulars	3 Months	9 Months
Basic Salary	6,400	8,000
House Rent Allowance	2,560	3,200
Conveyance allowance	1,600	1,600
Medical reimbursement <sup>#</sup>	1,250	1,250
PF Employers's Share	768	960
Monthly Bonus	3,000	4,000
Other Allowance <sup>#</sup>	422	990
Gross Salary (Per Month)	16,000	20,000
Performance Based Retention Bonus		12,000
Total Cost to Company (CTC) Per Annum		2,91,000

# Allowance are taxable if respective bills for were not submitted before January of every year

\* Bonuses are payable as per details in Offer letter


\* The monthly bonus will not be payable during internship duration or notice period duration in case the associate plans to leave the organization due to any reason.

\* Bonus is paid to employee on 15<sup>th</sup> of every month.

# At time of inclusion of employee in provident fund or professional tax the total amount payable to provident fund (employee contribution and company contribution) will be adjusted from the different components of the gross salary

**Note:** ESI (if applicable) and PT charges for Employee share will be deducted from the CTC as per Government norms. Employer's share of ESI will be added in addition to the above mentioned CTC.



  
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## APPOINTMENT LETTER

Dear Mr/Ms. **Mohammed Rizwan Reaz,**

Please refer our discussions and as agreed, we are pleased to offer you an appointment as per the details given below -

- a) You will be designated as **Business Development Associate (I+P)**
- b) Your consolidated salary during internship will be **15k per month + incentives**  
**(Note: If candidate leaves before completing the internship, he/she will not be paid)** and mutually agreed. After 4 months, the package will be revised as per performance. Details will be provided to you along with your appointment letter at the time of your joining.

Your reporting date is 1<sup>st</sup> May 2021 at 11:00AM.

While reporting duty kindly bring the original documents for verification along with one self-attested photo copies of the following documents -

1. ID Proof - Aadhar Card
2. PAN Card
3. Educational Certificate & Mark sheets 10th, 12th, Degree/ Diploma, PG (Whichever available till date)
4. Four passport size photographs
5. Last three months' salary slips and bank statement (If applicable)
6. Relieving letter and resignation acceptance from your last employer (If applicable)
7. Experience certificates of your previous employments (If applicable)
8. Two references with contact Tel. No/ Mobile No.
9. Driving License and RC of the vehicle
10. A brief note stating the purpose of your association with NNIIT with necessary commitments.
11. Your Laptop

Note: -You are expected to generate a revenue of not less than 2 lakhs per month, where in you will be moved into PIP (Performance Improvement Program) You are requested to sign and return the duplicate copy of this letter as a token of your acceptance and please revert back to the email within 24 hours informing us that you accept the offer as acceptance.



  
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SURAMPALAM - 533 437



**Roles and Responsibilities of a Business Development Associate Trainee in "nniit".**

1. Reporting time to the office 10:00AM.
2. Appointments per day not less than 8.
3. No. connected calls not less than 50.
4. Not less than 2 conversions per week.
5. Not less than 8 physical conductions.
6. Monday is a week off
7. Minimum talk time per day is 2.5 Hrs

NNIIT is a complete program for the students who are ambitious about clearing competitive exams with good numbers. By providing students several services.

1. Nniit is a student-centred learning program.
2. Unlimited topic wise practice papers.
3. Unlimited test series.
4. 24/7 student support
5. 24/7 doubt clarification.
6. One on one sessions with experienced teachers.
7. Personalized mentoring.
8. Every day online practice in the pattern of final exams.

And a lot more services to be updated day to day.

Note: -. Incentive is given on the revenue excluding the price of the device.

From  
NNIIT

Name and Signature



PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
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**Congratulations || MBA || NoBrokerHOOD || Territory Sales Manager || INR 6.80 LPA || 2021 Batch || Offered Candidate**

Nagaraju Veerabomma <nagaraju@aditya.ac.in>

Sun 24-Jan-21 9:23 AM

To: Placement Cell <tpo@aec.edu.in>; mandageetha@bschool.aditya.ac.in  
<mandageetha@bschool.aditya.ac.in>; HOD MBA <hodmba@bschool.aditya.ac.in>; Dr Astha Sharma  
<principal@bschool.aditya.ac.in>

Cc: Principal <principal@aec.edu.in>; Dr.Suguna M.B.B.S Secretary Aditya Degree College  
<suguna.n@aditya.ac.in>; Satish reddy Nallamilli <satish@aditya.ac.in>; chairman  
<chairman@aditya.ac.in>

Dear All

Congratulations!! We are delighted to inform you that below candidate has been offered for the '**Territory Sales Manager**' role in '**NoBrokerHOOD**'. The student was shortlisted based on the **EAT** score and the interview process for the shortlisted students was conducted via SKYPE Interviews

Candidate Id	Name	College Name	Branch
NA	Chintapalli Jyothi sujana	Aditya Global Business School	Finance

**Designation:** Territory Sales Manager

**CTC Offered:** 6,80,000 LPA (Fixed Rs. 5,00,000 + Variable Rs. 1,80,000)

**Joining Period:** February

Regards  
V.Nagaraju  
Head Placements & Corporate Relations  
Aditya Group of Institutions  
Mob: 7036176668

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

From: **Akhil Perali** <akhil.perali@cocubes.com>

Date: Sun, 24 Jan 2021, 06:50

Subject: Congratulations || MBA || NoBrokerHOOD || Territory Sales Manager || INR 6.80 LPA || 2021 Batch || Offered Candidate

To: principal@bschool.aditya.ac.in <principal@bschool.aditya.ac.in>, tpo@aec.edu.in  
<tpo@aec.edu.in>

Cc: Khareedu Uday Kiran <uday.kiran@cocubes.com>, manda geetha



  
**PRINCIPAL**  
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<[mandageetha@bschool.aditya.ac.in](mailto:mandageetha@bschool.aditya.ac.in)>, Ambati Vijaya Bhargavi  
<[vijayabhargavi@bschool.aditya.ac.in](mailto:vijayabhargavi@bschool.aditya.ac.in)>, Nagaraju Veerabomma <[nagaraju@aditya.ac.in](mailto:nagaraju@aditya.ac.in)>

Dear Sir /Madam

Greetings from Aon CoCubes!!!

Congratulations!! We are delighted to inform you that below candidate has been offered for the '**Territory Sales Manager**' role in '**NoBrokerHOOD**'. The student was shortlisted based on the **EAT** score and the interview process for the shortlisted students was conducted via SKYPE Interviews

Candidate Id	Name	College Name	Branch
NA	Chintapalli Jyothi sujana	Aditya Global Business School	Finance

**Designation:** Territory Sales Manager

**CTC Offered:** 6,80,000 LPA (Fixed Rs. 5,00,000 + Variable Rs. 1,80,000)

**Joining Period:** February

Thank you for your support during the entire process, looking forward in adding value to your esteemed institute.

**Akhil Perali** | Senior Manager, Institutions

Aon's Assessment Solutions

m +91 8686010930

[akhil.perali@cocubes.com](mailto:akhil.perali@cocubes.com)

[assessment.aon.com](https://assessment.aon.com) | [LinkedIn](#) | [Twitter](#) | [Facebook](#) | [Instagram](#)



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NTT DATA Global Delivery Services Private Limited  
Block 2, 2nd Floor, D7  
Plot No. 123, EPIP Phase II, Whitefield Industrial Area  
Bangalore 560 066 India  
Tel: +91.80.3342.6000

NTT DATA  
Services

18-February-2021  
Sharon Rani Ayinavilli  
Sri Aditya Engineering College

Dear Sharon,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

Regd. Office: NTT DATA Global Delivery Services Private Limited, Block 2, 2nd Floor, D7, Plot No. 123, EPIP Phase II, Whitefield Industrial Area, Bangalore 560 066 India



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**NTT DATA Global Delivery Services Private Limited**  
Block 2, 2<sup>nd</sup> Floor, D7  
Plot No. 123, EPIP Phase II, Whitefield Industrial Area  
Bangalore 560 066 India  
Tel: +91.80.3342.6000

**NTT DATA**  
Services

**Annexure A**

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
  - a. Xth Certificate and mark sheet
  - b. XIIth Certificate and mark sheet
  - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to [Campus.Connect@nttdata.com](mailto:Campus.Connect@nttdata.com).

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

**Yours sincerely,**  
**FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED**

DocuSigned by:  
  
DD4D480B41314BB  
**URMIMALA SARKAR**  
**ASSOCIATE DIRECTOR - TALENT ACQUISITION**

We request you to please read and sign the enclosed copy of this letter and return it by **20-February-2021** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

DocuSigned by:  
  
3233F94805B3405...  
Signature: \_\_\_\_\_  
**Sharon Rani Ayinavilli**

Date: February 19, 2021 | 3:36 AM CST







4<sup>th</sup> December 2020

Sub: Offer of employment by Pin Click

Dear G.V.L prasad,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as **"Associate Property Advisor"**, with effect from 16<sup>th</sup> December 2020

The terms of our offer are as follows:

The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 4.8 LPA is applicable and attaching herewith Annexure B.

1. Your initial posting as Pin Click employee will be at **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
2. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance
3. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
4. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as in effective.
5. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
6. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from PinClick.
7. You will not engage in any unethical practice, which might affect Pin Click and its employees, client andpartners.



22/12/20  
Principal  
ADITYA ENGINEERING COLLEGE  
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The details of your annual earnings are as **Annexure A.**

**ANNEXURE – A**

**COMPENSATION & BENEFITS STATEMENT – PIN CLICK**

	<b>Name</b>	<b>G.V.L prasad</b>	
	<b>Designation</b>	<b>Associate Property Advisor</b>	
	<b>Department</b>	<b>Sales</b>	
	<b>Date of Joining</b>	<b>16<sup>th</sup> December 2020</b>	
	<b>C &amp; B CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	6,000	72,000
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	1,042	12,504
	<b>Sub-Total I / Gross Pay</b>	<b>18,492</b>	<b>2,21,904</b>
<b>Benefits</b>			
<b>B</b>	PF Employee	720	8,640
	Gratuity	288	3,456
	Mobile Sim Provided by Company	500	6,000
	<b>Sub Total II</b>	<b>1508</b>	<b>18,096</b>
<b>Total A + B</b>	<b>Cost to the Company</b>	<b>20,000</b>	<b>2,40,000</b>
<b>C</b>	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
<b>Note:</b> *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			



  
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**SURAMPALEM - 533 437**



# ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	G.V.L prasad	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	16 <sup>th</sup> December 2020	
	<b>C &amp; B CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	<b>Sub-Total I / Gross Pay</b>	<b>23,740</b>	<b>2,84,880</b>
<b>Benefits</b>			
B	PF Employee	900	10,800
	Gratuity	360	4,320
	<b>Sub Total II</b>	<b>1,260</b>	<b>15,120</b>
<b>Total A + B</b>	<b>Cost to the Company</b>	<b>25,000</b>	<b>3,00,000</b>
C	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
		<b>40,000</b>	<b>4,80,000</b>
<b>Note:</b> *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the <b>salary</b> , <b>Professional tax</b> and Employee contribution towards PF,ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at

PinClick Property Management Pvt Ltd.,

Mr.Manik  
KinraCo Founder



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ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437





4<sup>th</sup> December 2020

Sub: Offer of employment by Pin Click

Dear **Rahul kanduri**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Associate Property Advisor**", with effect from 9<sup>th</sup> December 2020

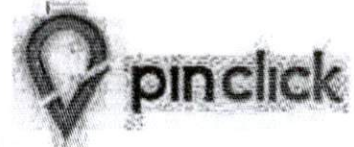
The terms of our offer are as follows:

The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 4.8 LPA is applicable and attaching herewith Annexure B.

1. Your initial posting as Pin Click employee will be at **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
2. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance
3. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
4. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as in effective.
5. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
6. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from PinClick.
7. You will not engage in any unethical practice, which might affect Pin Click and its employees, client andpartners.



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



The details of your annual earnings are as Annexure A.

**ANNEXURE – A**

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Rahul kanduri	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	9 <sup>th</sup> December 2020	
	<b>C &amp; B CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
A	Fixed Compensation		
	Basic Salary	6,000	72,000
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	1,042	12,504
	<b>Sub-Total I / Gross Pay</b>	<b>18,492</b>	<b>2,21,904</b>
<b>Benefits</b>			
B	PF Employee	720	8,640
	Gratuity	288	3,456
	Mobile Sim Provided by Company	500	6,000
	<b>Sub Total II</b>	<b>1508</b>	<b>18,096</b>
<b>Total A + B</b>	<b>Cost to the Company</b>	<b>20,000</b>	<b>2,40,000</b>
C	Performance Enhanced Incentives	15,000*	1,80,000*
<p><b>Note:</b> *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with valid driving license.</p> <p>• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.</p>			



*Sw. G. S.*  
**PRINCIPAL**  
 Aditya Engineering College  
 SURAMPALEM





# ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Rahul kanduri	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	9 <sup>th</sup> December 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employee	900	10,800
	Gratuity	360	4,320
	Sub Total II	1,260	15,120
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
		40,000	4,80,000
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF,ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at

PinClick Property Management Pvt Ltd.,

Mr.Manik  
KinraCo Founder



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





4<sup>th</sup> December 2020

Sub: Offer of employment by Pin Click

Dear MELLAM VAMSI RAM,

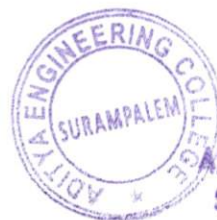
Congratulations!


We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 9<sup>th</sup> December 2020

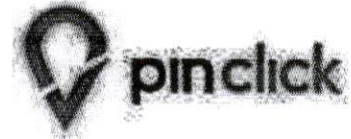
The terms of our offer are as follows:

The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 4.8 LPA is applicable and attaching herewith Annexure B.

1. Your initial posting as Pin Click employee will be at **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
2. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance
3. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
4. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
5. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
6. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from PinClick.
7. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



  
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The details of your annual earnings are as **Annexure A**.

**ANNEXURE – A**

**COMPENSATION & BENEFITS STATEMENT – PIN CLICK**

	<b>Name</b>	<b>MELLAM VAMSI RAM</b>	
	<b>Designation</b>	<b>Associate Property Advisor</b>	
	<b>Department</b>	<b>Sales</b>	
	<b>Date of Joining</b>	<b>9<sup>th</sup> December 2020</b>	
	<b>C &amp; B CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	6,000	72,000
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	1,042	12,504
	<b>Sub-Total I / Gross Pay</b>	<b>18,492</b>	<b>2,21,904</b>
<b>Benefits</b>			
<b>B</b>	PF Employee	720	8,640
	Gratuity	288	3,456
	Mobile Sim Provided by Company	500	6,000
	<b>Sub Total II</b>	<b>1508</b>	<b>18,096</b>
<b>Total A + B</b>	<b>Cost to the Company</b>	<b>20,000</b>	<b>2,40,000</b>
<b>C</b>	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
<b>Note:</b> *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			



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**SURAMPALEM - 533 437**



# ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	MELLAM VAMSI RAM	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	9 <sup>th</sup> December 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employee	900	10,800
	Gratuity	360	4,320
	Sub Total II	1,260	15,120
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
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Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF,ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at

PinClick Property Management Pvt Ltd.,

Mr.Manik  
KinraCo Founder



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ADITYA ENGINEERING COLLEGE  
SURAMPALEM - 533 437





4<sup>th</sup> December 2020

Sub: Offer of employment by Pin Click

Dear **Padala Jai Prakash,**

Congratulations!


We are pleased to extend an offer to you to join Pin Click as "**Associate Property Advisor**", with effect from 9<sup>th</sup> December 2020

The terms of our offer are as follows:

The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 4.8 LPA is applicable and attaching herewith Annexure B.

1. Your initial posting as Pin Click employee will be at **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
2. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance
3. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
4. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as in effective.
5. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
6. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from PinClick.
7. You will not engage in any unethical practice, which might affect Pin Click and its employees, client andpartners.



  
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**SURAMPALAM - 533 437**



The details of your annual earnings are as **Annexure A.**

**ANNEXURE – A**

**COMPENSATION & BENEFITS STATEMENT – PIN CLICK**

	<b>Name</b>	<b>Padala Jai Prakash</b>	
	<b>Designation</b>	<b>Associate Property Advisor</b>	
	<b>Department</b>	<b>Sales</b>	
	<b>Date of Joining</b>	<b>9<sup>th</sup> December 2020</b>	
	<b>C &amp; B CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	6,000	72,000
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	1,042	12,504
	<b>Sub-Total I / Gross Pay</b>	<b>18,492</b>	<b>2,21,904</b>
<b>Benefits</b>			
<b>B</b>	PF Employee	720	8,640
	Gratuity	288	3,456
	Mobile Sim Provided by Company	500	6,000
	<b>Sub Total II</b>	<b>1508</b>	<b>18,096</b>
<b>Total A + B</b>	<b>Cost to the Company</b>	<b>20,000</b>	<b>2,40,000</b>
<b>C</b>	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
<b>Note:</b> *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
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ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Padala Jai Prakash	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	9 <sup>th</sup> December 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
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	Gratuity	360	4,320
	Sub Total II	1,260	15,120
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Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, <b>Professional tax</b> and Employee contribution towards PF,ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at

PinClick Property Management Pvt Ltd.,

Mr.Manik  
KinraCo Founder



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ADITYA ENGINEERING COLLEGE  
SURAMPALAM - 533 437





8<sup>th</sup> December 2020

Sub: Offer of employment by Pin Click

Dear **Vanka Sri Harish Chowdary**,


Congratulations!

We are pleased to extend an offer to you to join Pin Click as **"Associate Property Advisor"**, with effect from 16<sup>th</sup> December 2020.

The terms of our offer are as follows:

1. The *details of your annual earnings are attached herewith as Annexure A*. Once the PPO is confirmed 4.8 LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance.
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



  
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The details of your annual earnings are as **Annexure A**.

**ANNEXURE – A**

**COMPENSATION & BENEFITS STATEMENT – PIN CLICK**

	<b>Name</b>	Vanka Sri Harish Chowdary	
	<b>Designation</b>	Associate Property Advisor	
	<b>Department</b>	Sales	
	<b>Date of Joining</b>	16 <sup>th</sup> December 2020	
	<b>C &amp; B CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	6,000	72,000
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
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<b>Benefits</b>			
<b>B</b>	PF Employee	720	8,640
	Gratuity	288	3,456
	Mobile Sim Provided by Company	500	6,000
	<b>Sub Total II</b>	<b>1508</b>	<b>18,096</b>
<b>Total A + B</b>	<b>Cost to the Company</b>	<b>20,000</b>	<b>2,40,000</b>
<b>C</b>	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
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• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			



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# ANNEXURE – B

## COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Vanka Sri Harish Chowdary	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	16 <sup>th</sup> December 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
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Benefits			
B	PF Employee	900	10,800
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		40,000	4,80,000
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• Gross Pay is prior to tax being deducted at Source from the <b>salary, Professional tax</b> and Employee contribution towards PF,ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at

PinClick Property Management Pvt Ltd.,

Mr.Manik  
KinraCo Founder



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## OFFER LETTER

Dated:

Dear, **Jagula Sriyam Kumar**

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

### NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java /Manual Testing, SQL, & General Aptitude.
- No other programs are included in this training module.

### RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10<sup>th</sup> 12<sup>th</sup>, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards

Qspiders Campus Connect Team.

Mb: 9513684738.

USN NO .....



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**Offer: Computer Consultancy**

**Ref: TCSL/CT20192773121/Hyderabad**

**Date: 11/01/2021**

Mr. Jayanth Koduri  
3-83 Old Post Office,  
Tetali,  
Tanuku-534218,  
Andhra Pradesh.  
Tel# 91-

Dear Jayanth Koduri,

**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 **₹3,36,877/-** 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/CT20192773121

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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

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Surampalem Engineering College  
SURAMPALEM





Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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

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**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



*Signature*

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### 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**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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



# GROSS SALARY SHEET

Annexure 1

Name	Jayanth Koduri
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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<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	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	27,415	3,36,877
<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 Program.

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

\*\*\* 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752

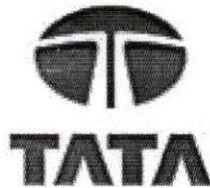
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**Offer: Computer Consultancy**

**Ref: TCSL/CT20192628616/Hyderabad**

**Date: 11/01/2021**

Mr. Siva Santhosh Palivela  
2-60 Beside Mainroad,  
Annampalli,  
Kakinada-533216,  
Andhra Pradesh.  
Tel# -

Dear **Siva Santhosh Palivela,**

**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 **₹3,36,877/-** 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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Principal

Aditya Engineering College  
SURAMPALAM





Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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

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Signature

2

Engineering College  
SURAMPALEM

**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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# GROSS SALARY SHEET

Annexure 1

Name	Siva Santhosh Palivela
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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<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	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	27,415	3,36,877
<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 Program.

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

\*\*\* 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.

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Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752

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**Offer: Computer Consultancy**  
**Ref: TCSL/CT20192658257/Hyderabad**  
**Date: 11/01/2021**

Ms. Hema Sudha Yerra  
46-5-30Uppu Street,Jampeta,  
Near Chinna Gandhi Bomma,  
Rajahumundry-533103,  
Andhra Pradesh.  
Tel# -

Dear Hema Sudha Yerra,

**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 ₹3,36,877/- 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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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

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

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2  
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**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



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

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# GROSS SALARY SHEET

Annexure 1

Name	Hema Sudha Yerra
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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
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# 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.

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

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Component Category	Monthly	Annual
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Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752

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17/01/2021

Offer: Computer Consultancy  
Ref: TCSL/DT20206555779/Hyderabad  
Date: 11/01/2021

Ms. Sahithi Bomma  
6-180 Chava Ramakrishna Vari Veedhi,  
Beside Vegetable Shop,  
Pothavaram-534176,  
Andhra Pradesh.  
Tel# -

Dear Sahithi Bomma,

**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 ₹3,36,877/- 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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1

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Aditya Engineer

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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

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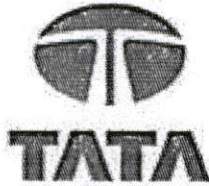
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**Offer: Computer Consultancy**  
**Ref: TCSL/CT20192627188/Hyderabad**  
**Date: 11/01/2021**

Mr. Kalyan Venkata Kosanam  
4-37Ramakrishnapuram,  
Near M.S High School,  
Chirala-523155,  
Andhra Pradesh.  
Tel# 91-7702009698

Dear **Kalyan Venkata Kosanam,**

**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 **₹3,36,877/- 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.

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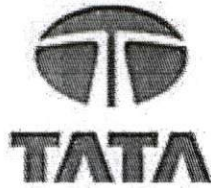
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### Withdrawal of Offer

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**

**Tata Consultancy Services Limited**

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





# GROSS SALARY SHEET

Annexure 1

Name	Kalyan Venkata Kosanam
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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<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	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	27,415	3,36,877
Xplore/ Learning Incentive****		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 Program.

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

\*\*\* 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	600	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752

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Offer Letter

10<sup>th</sup> Jun'21

Dear **Koralla Pavan Kumar,**

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

Your date of joining would be **20<sup>th</sup> Sep'21**. You are required to sign and return the duplicate copy of the offer letter as a token of your acceptance.

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

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

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

Sincerely,

I accept the terms of this letter

For ValueMomentum Software Services Pvt. Ltd.

(Candidate's Signature)



  
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**Stack up details of Compensation**

**Mr. Koralla Pavan Kumar,**

Components	Monthly Amount	Annual
Basic Salary	9000	108000
House Rent Allowance	3600	43200
Special Pay	11001	132008
Provident Fund Contribution	1800	21600
Gratuity ( payable as per gratuity act)	433	5192
ESI	0	0
<b>Flexible Benefits:</b>		
Meal Card	2500	30000
LTA	1667	20000
<b>Total</b>	<b>30000</b>	<b>360000</b>
<b>Annual Component (Payable from the date of joining)</b>	<b>Variable Pay</b>	<b>0</b>
<b>Total Annual Gross Salary</b>	<b>360000 (Rupees Three Lakh Sixty Thousand Only)</b>	

<b>Deductions:</b>		
Provident Fund (Employee & Employer)	3600(1800+1800)	
Professional tax	200	
Total Deductions	3800	
<b>Income Tax</b>	<b>As applicable</b>	

**Note:**

1. Deductions will be made towards Provident Fund, Professional Tax, Group Term Life Insurance, Group Personal Accidental Insurance and Income tax as applicable.
2. You will be entitled to Benefit like Group Mediclaim Personal Insurance as per the company policy.

You are requested to contact the Human Resources Department for further clarification if any.  
This Offer Letter is valid for you to join on or before **20<sup>th</sup> Sep'21**.

Talent Acquisition Group

Candidate Signature



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**Fw: (17A91A05E7) Wiley Mthree offer letter**

AEC CSE Placements <cseplacement@aec.edu.in>

Wed 4/20/2022 9:40 AM

To: G Ajay Sankar <ajaysankar.g@aec.edu.in>

1 attachments (4 KB)

image001.png;

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**From:** KANCHI ABHIJEETH KUMAR <17A91A05E7@aec.edu.in>

**Sent:** Saturday, May 1, 2021 6:04 AM

**To:** AEC CSE Placements <cseplacement@aec.edu.in>

**Subject:** (17A91A05E7) Wiley Mthree offer letter

From: **Wiley - mthree Talent** <mthreetalent@wiley.com>

Date: Wed, 21 Apr 2021, 2:35 pm

Subject: Congrats! Selection for Wiley-mthree Internship Recruitment - April 2021

To: [kanchiabhijeeth@gmail.com](mailto:kanchiabhijeeth@gmail.com) <[kanchiabhijeeth@gmail.com](mailto:kanchiabhijeeth@gmail.com)>

**Dear Abhijeeth kumar Kanchi,**  
Congratulations!

We are delighted to share that you are selected for the **Wiley mthree Internship Program – C++ Developer Role**, starting **from 26<sup>th</sup> April 2021 (Monday)**.

This a **full-time online program spanning 10-12 weeks** involving project work and training in a range of in-demand skills to groom you for a tech career with top global banks. Please refer attached document for more details.

**As a Wiley-mthree intern, you need to be committed 9 am to 6 pm Monday to Friday, and 9 to 11 am on Saturday, during the period of your internship.**

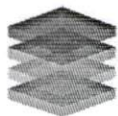
**80% interns who successfully pass the Final Exam of the internship program secure job offers to work with leading global banks with starting salary of 7 LPA and approx. 1 Lakh salary hike every 6 months during the first 2 years as shown below\*.**

Month of employment	Salary
Month 01 to Month 06	INR 07 LPA
Month 07 to Month 12	INR 08 LPA
Month 13 to Month 18	INR 09 LPA
Month 18 onwards	INR 11 LPA



*[Signature]*  
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**XenonStack**  
A Stack Innovator

**OFFER LETTER**  
**PRIVATE AND CONFIDENTIAL**

Dear BADDIREDDI UMA SATYA BALA MAHESWARI

This is regarding your application and subsequent discussion you had with us. We are pleased to inform you that you have been selected to join our organization as a Software Engineer Trainee. The profile and team will be decided based on performance in L1 and L2 and it will be subject to change as per business requirements. We look for people who are committed to leadership and our culture of innovation. Your foundation phase starts from 15 February 2021.

You shall be governed by the following terms and conditions of service during the internship period with Xenonstack, and those may be amended from time to time.

Please refer to:

Annexure A - Joining Time Document Checklist

**1. Compensation and Allowances**

- 1.1 You will join at L1 level. After successful completion of L1, you will move on to the next Level that is L2 level of internship. Depending upon your performance and shift timing, you may be paid a stipend of INR 7,500 per month during L2 Level and INR 15,000 per month during L3 Level of the internship. This payout will totally depend on the feedback received on your performance and behaviour.
- 1.2 Your annual package after the successful completion of the internship will be INR. 4,50,000 including 15% Performance Incentives, Benefits & Taxes as per government rules. Therefore, salary will include (Employee PF, Employer PF, Profession Taxes & other charges as per Income Tax Act, as amended and applicable from time to time.)
- 1.3 Your compensation components, all amounts, and allowances are Pre-Tax amounts and will be taxable in accordance with the taxation laws in India and you shall be liable for the same from time to time. For allowances requiring reimbursement as non-taxable components, you will need to submit receipts/bills; otherwise, they will be paid as taxable components.

**2. Scope and Responsibilities**

- 2.1 Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your Manager from time to time. In accepting this offer of internship, you will be required to perform all responsibilities assigned to you with due care and diligence and in compliance with the direction of management. You are also required to perform these tasks during business hours and such reasonable additional time as may be necessary. The above internship will neither create any right of

603, 6th Floor, Plot No. C-184, Industrial Area, Phase VIII-A, Sector 75, Sahibzada Ajit Singh Nagar, Punjab 160071

Email: [business@xenonstack.com](mailto:business@xenonstack.com)

Website: [www.xenonstack.com](http://www.xenonstack.com)

Phone No: +918557920005

Doc ID: f262d90447f2d138e1c6af7e3b5dc8bd39272fd3

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**XenonStack**  
A Stack Innovator

We look forward to receiving your acceptance of this offer and joining our team.

With Best Regards  
For M/s XenonStack Pvt. Ltd.

Dr. Jagreet Kaur  
Director

----- Please send the Acceptance on Mail-----

**Acceptance of Employment Offer**

I have read, understood, and accepted this offer of Employment Offer, as set forth above, with Company and will report on 12 feb.

**Annexure A**

**Joining Time Document Checklist**

The following is a checklist which indicates the documents that you have to submit at the time of joining **XenonStack Private Limited**.

Duplicate copies of the following documents to be submitted:

	Description of Document	Submitted (Yes/ No)
	PASSPORT/ PAN Card/ Driving License	
	AADHAR CARD	
	PHOTOGRAPH One passport size color photograph	

603, 6th Floor, Plot No. C-184, Industrial Area, Phase- VIII-A, Sector 75, Sahibzada Ajit Singh Nagar, Punjab 160071

Email: [business@xenonstack.com](mailto:business@xenonstack.com)

Website: [www.xenonstack.com](http://www.xenonstack.com)

Phone No: +918557920005



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Doc ID: f262d90447f2d138e1c6af7e3b5dc8bd39272fd3



## Offer Intent

29 January 2021  
Karri Jyothisri Pranavi Anjali  
Surampalem  
Andhra Pradesh - 533437

Dear Anjali,

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 05, 2021 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

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

3. Others

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

3.2 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.

Regards,

Ravi Kuchampudi  
Associate Vice President - HR



PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALAM - 533 437





## Offer Intent

29 January 2021  
Prajna Vetsa  
Surampalem  
Andhra Pradesh - 533437

Dear Prajna,

### 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 05, 2021 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

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

#### 3. Others

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

3.2 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.

Regards,

Ravi Kuchampudi  
Associate Vice President - HR



  
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SURAMPALEM - 533 437