



SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY

ISO 9001:2015 Certified

(Approved by AICTE, New Delhi, Affiliated to JNTUGV, Vizianagaram)

Office : +91 9705576693, email: principal_svcet@yahoo.com, website: www.svcet.info

PLACEMENT CELL ANNUAL REPORT

A.Y: 2022-23

S.N.o	Name of the Student	Department	Company Name	Pay Package (INR ₹ per Annum)
1.	MAJJI RAMBABU	Civil	SLN Buildcon India Private Ltd	Rs. 1,92,000 /-
2.	MALUGU NARENDRA	Civil	SLN Buildcon India Private Ltd	Rs. 1,92,000 /-
3.	MOJJADA MAHESH	Civil	SLN Buildcon India Private Ltd	Rs. 1,92,000 /-
4.	TAMADA HEMANTHKUMAR	Civil	SLN Buildcon India Private Ltd	Rs. 1,92,000 /-
5.	YANDA TEJESWARA RAO	Civil	SLN Buildcon India Private Ltd	Rs. 1,92,000 /-
6.	ARJI NAVEEN	Civil	SLN Buildcon India Private Ltd	Rs. 1,92,000 /-
7.	MAJJI THAVITINAIDU	Civil	SLN Buildcon India Private Ltd	Rs. 1,92,000 /-
8.	PANDURI SAIKUMAR	Civil	SLN Buildcon India Private Ltd	Rs. 1,92,000 /-
9.	POLUMURU JITENDRA RAJU	Civil	SLN Buildcon India Private Ltd	Rs. 1,92,000 /-
10.	KARIGGI GANESH	Civil	SLN Buildcon India Private Ltd	Rs. 1,92,000 /-
11.	CHINNALA NARAYANA RAO	Civil	SLN Buildcon India Private Ltd	Rs. 1,92,000 /-
12.	BANKURU DIVYADEEPIKA	Civil	VISHWANADH AVENUES	Rs. 1,80,000 /-
13.	SHYAM NANDAN MAHTO	Civil	VISHWANADH AVENUES	Rs. 1,80,000 /-
14.	RUGADANA SANGEETHA	Civil	VISHWANADH AVENUES	Rs. 1,80,000 /-
15.	DEEPAK KUMAR	Civil	VISHWANADH AVENUES	Rs. 1,80,000 /-
16.	RAJEEV KUMAR	Civil	VISHWANADH AVENUES	Rs. 1,80,000 /-
17.	BOLBAM PANDIT	Civil	Kanwar Enterprises Private Limited	Rs. 1,80,000 /-
18.	MITHILESH KUMAR SHARMA	Civil	VISHWANADH AVENUES	Rs. 1,80,000 /-
19.	MALUGU NARENDRA	Civil	VISHWANADH AVENUES	Rs. 1,80,000 /-
20.	SAVARA GANESH	Civil	VISHWANADH AVENUES	Rs. 1,80,000 /-
21.	RELLA SANTHOSH KUMAR	Civil	SMART BRAIN (HCL)	Rs. 1,98,000 /-
22.	MUDDAPU MOHANARAO	Civil	MAIN TEC	Rs. 2,22,000 /-
23.	BONAM PRIYANKA	Civil	MAIN TEC	Rs. 2,22,000 /-
24.	UTTARAVALLI PRAVEEN KUMAR	Civil	MAIN TEC	Rs. 2,22,000 /-
25.	KOIRI LATHA	Civil	VISHWANADH AVENUES	Rs. 1,80,000 /-
26.	BARLA JANAKIRAMUDU	Civil	VISHWANADH AVENUES	Rs. 1,80,000 /-
27.	RUPPA NEELAM APPALA NAIDU	Civil	VISHWANADH AVENUES	Rs. 1,80,000 /-
28.	KOLLI YATEESHWAR	EEE	HYUNDAI MOTORS	Rs. 1,98,000 /-
29.	MURAMARLA VENKATALAXMI	EEE	HYUNDAI MOTORS	Rs. 1,98,000 /-
30.	HANUMANTHU NITHIN	EEE	V3 ELECTRICALS	Rs. 1,80,000 /-
31.	BHAIRI NEERAJA	EEE	HYUNDAI MOTORS	Rs. 1,98,000 /-
32.	BORA RAMESH	EEE	HYUNDAI MOTORS	Rs. 1,98,000 /-
33.	SURAJBHAN SINGH RATHOR	EEE	HYUNDAI MOTORS	Rs. 1,98,000 /-
34.	MENDA DILEEP	EEE	Bk Automobiles PVT Ltd	Rs. 1,80,000 /-
35.	POTTI JANAKIRAO	EEE	HYUNDAI MOTORS	Rs. 1,98,000 /-
36.	KINJARAPU SAI KUMAR	EEE	HYUNDAI MOTORS	Rs. 1,98,000 /-
37.	SURISSETTI ASHOK KUMAR	EEE	SMART BRAIN (HCL)	Rs. 1,98,000 /-
38.	DUKKA UPENDRA	EEE	SMART BRAIN (HCL)	Rs. 1,98,000 /-

39.	SAVARA PRASANTH	EEE	SMART BRAIN (HCL)	Rs. 1,98,000/-
40.	MUDDADA INDIRA	EEE	SMART BRAIN (HCL)	Rs. 1,98,000/-
41.	GODDU DIVYA	EEE	MAIN TEC	Rs. 2,22,000/-
42.	ABHISHEK KUMAR MAHTO	EEE	MAIN TEC	Rs. 2,22,000/-
43.	CHODAVARAPU BHARGAVA KUMAR	EEE	BYJUS	Rs. 86,664/-
44.	BUGATA AVINASH	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
45.	BODDEPALLI CHANDRASEKHAR	MECH	SMART BRAIN (HCL)	Rs. 1,98,000/-
46.	PRINCE KUMAR	MECH	SMART BRAIN (HCL)	Rs. 1,98,000/-
47.	SAVARA MANOJKUMAR	MECH	SMART BRAIN (HCL)	Rs. 1,98,000/-
48.	RAMPATRUNI HARIKRISHNA	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
49.	SAMPATIRAO HARSHA VARDHAN	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
50.	SELAGALA VENKATARAMANA	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
51.	BITTU KUMAR	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
52.	MANTOSH KUMAR	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
53.	KRISHNA KUMAR MANDAL	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
54.	DEEPAK KUMAR	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
55.	SUJIT KUMAR	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
56.	SHRAVAN KUMAR	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
57.	PARAS MANI	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
58.	ALAPANA GANESH	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
59.	CHALLA SURYAKIRAN	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
60.	KALIVARAPU UDAY KIRAN	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
61.	P.DURGAPRASAD	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
62.	P.RAKESH BABU	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
63.	T.SAI RAJESH	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
64.	UPPADA BHASKARA SAI	MECH	KIA (HUNDAI MOTORS)	Rs. 1,98,000/-
65.	RAGHUPATRUNI NAVEEN KUMAR	MECH	MAIN TEC	Rs. 2,22,000 /-
66.	KADAGALA CHANDRASEKHAR	MECH	TCS	Rs. 3,36,877/-
67.	DUNGA TARUN KUMAR	MECH	SMART BRAIN (HCL)	Rs. 1,98,000/-
68.	DAMODHARA SAIKUMAR	MECH	SMART BRAIN (HCL)	Rs. 1,98,000/-
69.	VAMARAVALLI SIVAKUMAR	MECH	ZENUS INFOTECH	Rs. 2,00,000/-
70.	ATTILI JOGESHWARARAO	MECH	ZENUS INFOTECH	Rs. 2,00,000/-
71.	BUGATHA VINAY KUMAR	MECH	ZENUS INFOTECH	Rs. 2,00,000/-
72.	DANDUPATI NAGARAJU	MECH	ZENUS INFOTECH	Rs. 2,00,000/-
73.	PUTTA KOMALARAO	MECH	ZENUS INFOTECH	Rs. 2,00,000/-
74.	ALLUPILLI SIMHACHALAM	MECH	ZENUS INFOTECH	Rs. 2,00,000/-
75.	DUMPALA LAKSHMI NARASIMHA NAIDU	MECH	ZENUS INFOTECH	Rs. 2,00,000/-
76.	GUNA DHANUNJAYA	MECH	ZENUS INFOTECH	Rs. 2,00,000/-
77.	ARANGI SURESH	ECE	TAP ACADEMY	Rs. 4,00,000/-
78.	PAILARANI	ECE	TAP ACADEMY	Rs. 4,00,000/-
79.	BONELA PRAMEELA RANI	ECE	TAP ACADEMY	Rs. 4,00,000/-
80.	SEEMALA SANDEEP	ECE	TAP ACADEMY	Rs. 4,00,000/-
81.	DEVARASETTI TANUJA	ECE	TAP ACADEMY	Rs. 4,00,000/-
82.	GURUGUBELLI BALA KRISHNA RAO	ECE	MAIN TEC	Rs. 2,22,000/-
83.	YALLA PRASAD	ECE	MAIN TEC	Rs. 2,22,000/-
84.	BEVARA NAGAMANI	ECE	SMART BRAIN (HCL)	Rs. 1,98,000/-

85.	DOLA PRASANTHI KUMARI	ECE	SMART BRAIN (HCL)	Rs. 1,98,000/-
86.	POLIPALLI YASHASWANI	ECE	SMART BRAIN (HCL)	Rs. 1,98,000/-
87.	DANETI SWATHI	ECE	SMART BRAIN (HCL)	Rs. 1,98,000/-
88.	RAHUL KUMAR	ECE	SMART BRAIN (HCL)	Rs. 1,98,000/-
89.	SACHIN KUMAR MANDAL	ECE	ASWAN HUMAN RESOURSE PVT LTD	Rs. 1,69,902 /-
90.	PARIGA BAIRAGI	ECE	SMART BRAIN (HCL)	Rs. 1,98,000/-
91.	NAIKO NAVEEN	ECE	SMART BRAIN (HCL)	Rs. 1,98,000/-
92.	KONCHADA YOGESWARI	ECE	A.R.ENGINEERING WORKS	Rs. 1,84,164 /-
93.	KANITHI BHARGAVI	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
94.	DUPPATLA NIKHIL	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
95.	CHINNALA SAIKUMARI	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
96.	GANDETI ASWINI	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
97.	CHINTALA MOUNIKA	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
98.	KALAMATA GOWRI	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
99.	KALAGA MOUNIKA	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
100.	KONDA SAI SAMPATH KUMAR	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
101.	KONNI LIKHITHA	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
102.	YANDA SAROJINI	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
103.	LANDA SRAVANI	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
104.	KARANAM SIREESHA	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
105.	KOLLI SRUTHI	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
106.	ROSHAN KUMAR	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
107.	MENDA CHANDINI	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
108.	ADAPAKA PURNIMA	CSE	SMART BRAIN (HCL)	Rs. 1,98,000/-
109.	DHAVALA SAI SIREESHA	CSE	MAIN TEC	Rs. 2,22,000 /-
110.	MEESALA SAI SWETHA	CSE	MAIN TEC	Rs. 2,22,000 /-
111.	NALLA JHANSI	CSE	MAIN TEC	Rs. 2,22,000 /-
112.	VAVILAPALLI GAYATHRI	CSE	MAIN TEC	Rs. 2,22,000 /-
113.	GAINEDI MONIKA PRIYA	CSE	TAP ACADEMY	Rs. 4,00,000 /-
114.	KURMAPU PRAMEELA	CSE	TAP ACADEMY	Rs. 4,00,000 /-
115.	KANCHARANA YAMINI	CSE	TAP ACADEMY	Rs. 4,00,000 /-
116.	GEDELA RAJASEKHAR	CSE	TAP ACADEMY	Rs. 4,00,000 /-
117.	MUKKALA UDAY SHANKAR	CSE	TAP ACADEMY	Rs. 4,00,000 /-
118.	PANTALA ANITHA	CSE	TAP ACADEMY	Rs. 4,00,000 /-
119.	PENUGUDURU VASUDEVA RAO	CSE	TAP ACADEMY	Rs. 4,00,000 /-
120.	DHAVALA KAVYA	CSE	COGNIZANT	Rs. 2,10,002 /-
121.	POTNURU DEEPIKA	CSE	WIPRO	Rs. 3,50,004 /-
122.	SANJANA MADABATTULA	CSE	WIPRO	Rs. 3,50,004 /-
123.	SANKILI SUVARNA	CSE	WIPRO	Rs. 3,50,004 /-
124.	SUNKARI KAVYA	CSE	WIPRO	Rs. 3,50,004 /-
125.	TARLADA PAVAN	CSE	WIPRO	Rs. 3,50,004 /-
126.	UPPADA LAKSHMI	CSE	WIPRO	Rs. 3,50,004 /-
127.	URLAPU SIREESHA	CSE	WIPRO	Rs. 3,50,004 /-
128.	VADDI SREELEKHA	CSE	WIPRO	Rs. 3,50,004 /-
129.	YEGIREDDI PHANI KUMAR	CSE	WIPRO	Rs. 3,50,004 /-
130.	ABOTHULA SAI THUNAJA	CSE	ExcelR EdTech Private Limited	Rs 2,80,000 /-
131.	CHINTADA SHARMILA	CSE	ExcelR EdTech Private Limited	Rs 2,80,000 /-
132.	NUKA SANTOSH KUMAR	CSE	ExcelR EdTech Private Limited	Rs 2,80,000 /-

133.	CHODIPILLI ROHIT	CSE	ExcelR EdTech Private Limited	Rs 2,80,000 /-
134.	CHINTALA MOUNIKA	CSE	ExcelR EdTech Private Limited	Rs 2,80,000 /-
135.	G HARITA	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
136.	KOORADA GNANESWARA GUPTHA	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
137.	ANUSHA PANDEY	MBA	WIPRO	Rs 1,99,000 /-
138.	PONDARA PRAVEEN	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
139.	POTNURU AJITH	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
140.	RATNALA NAVEEN	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
141.	MANDAPAKA PALLAVI	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
142.	PATNANA BABJI	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
143.	TALABHAKTULA CHANDINI	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
144.	SANAPALA SURYAKIRAN	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
145.	POTNURU SREEJA	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
146.	PUSARALLA DEVI	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
147.	PYDI PARVATHI KUMAR	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
148.	GORLE SANKAR	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
149.	BENDI YASWANTH SRI SAI SASTHRY	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
150.	BOMMALI KUMAR	MBA	VISHWANADH AVENUES	Rs. 1,80,000 /-
151.	TELIDEVARAPALLI MADHU LATHA	MBA	WIPRO	Rs. 1,99,000 /-
152.	MUDULA DIVYA	MBA	INFOSYS	Rs. 2,20,000 /-
153.	BANGARU SURYA BHARGAVI	MBA	KARVY CORPORATE	Rs 1,80,000 /-
154.	ANTHARAKONDA JYOTHI	MBA	KARVY CORPORATE	Rs 1,80,000 /-
155.	CHALLA SANTOSHI KUMARI	MBA	KARVY CORPORATE	Rs 1,80,000 /-
156.	DUNGA VINEETH	MBA	KARVY CORPORATE	Rs 1,80,000 /-
157.	BEHARA SAI SRAVANTHI	MBA	KARVY CORPORATE	Rs 1,80,000 /-
158.	GADI RAMBABU	MBA	KARVY CORPORATE	Rs 1,80,000 /-
159.	GEMBALI SARASWATHI	MBA	KARVY CORPORATE	Rs 1,80,000 /-
160.	KILLARI CHINNI	MBA	KARVY CORPORATE	Rs 1,80,000 /-
161.	SARATKUMAR PATNANA	MBA	KARVY CORPORATE	Rs 1,80,000 /-
162.	MANDAPAKA PALLAVI	MBA	MUTHOOT MONEY	Rs. 2,60,000 /-
163.	KOTEDDI HEMANTH REDDY	MBA	MUTHOOT MONEY	Rs. 2,60,000 /-
164.	JAGANNADHA SAHU	MBA	MUTHOOT MONEY	Rs. 2,60,000 /-
165.	KADAMBALA SURENDRAKUMAR	MBA	CORPORATE COMPLIANCE SERVICES	Rs. 2,49,768 /-
166.	AKUNDI RATNASREE	MBA	MUTHOOT MONEY	Rs. 2,60,000 /-
167.	ANAKAPALLI HARISH	MBA	MUTHOOT MONEY	Rs. 2,60,000 /-
168.	JADDU RAMYA	MBA	MUTHOOT MONEY	Rs. 2,60,000 /-


IQAC


PRINCIPAL

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

CSR Activity Offer Letter - 2023

Dear Potnuru Deepika

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: P. Deepika

Email:

Mobile No:

College: SVCET



Rohit Ravinder
Founder & CEO
TAP Academy



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCH
G. Kakulam-532410 (A.P)

Ph: 9538881203

Email: campus@thetapacademy.com

Bldg 3, Outer ring road, BTM 2nd Stage, Kuvempu Nagar, Stage 2,
Bengaluru, Karnataka -560076

TAP ACADEMY

CSR Activity Offer Letter - 2023

Dear Sankili Suvama

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: Sankili Suvama

Email: _____

Mobile No: _____

College: SVCET



Rohit Ravinder
Founder & CEO
TAP Academy

Ph: 0538881203

Email: amutha@tapacademy.com

Bldg 3, Outer ring road - BTM 2nd Stage, Kuvempu Nagar, Stage 2,
Bengaluru, Karnataka - 560076

TAP ACADEMY

CSR Activity Offer Letter - 2023

Dear Sunkari Kavya

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: Sunkari Kavya

Email:

Mobile No:

College: SVCEET



Rohit Ravinder
Founder & CEO
TAP Academy

Ph: 9538891203

Email: ramith@tapacademy.com

Bldg 3, Outer Ring Road, BTM 2nd Stage, Kuvempu Nagar, Stage 2,
Bengaluru, Karnataka - 560076

TAP ACADEMY

CSR Activity Offer Letter - 2023

Dear Vaddi Sreelatha,

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

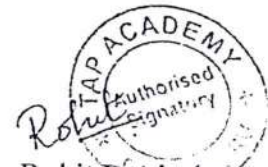
Please fill the below details and submit while enrolling for course:

Name: Vaddi Sreelatha

Email:

Mobile No:

College: SVCE



Rohit Ravinder
Founder & CEO
TAP Academy

Ph: 0538891703

Email: info@tapacademy.com

Bldg 3, Outer ring road, BTM 2nd Stage, Kuvempu Nagar, Stage 2,
Bengaluru, Karnataka - 560076

TAP ACADEMY

CSR Activity Offer Letter - 2023

Dear Uslapu Sireesha

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: Uslapu Sireesha

Email:

Mobile No:

College: SUCET



Rohit Ravinder
Founder & CEO
TAP Academy

Ph: 0538881203

Email: campus@taptanacademy.com

Bldg 3 - Outer ring road - BTM 2nd Stage, Kuvempu Nagar, Stage 2,
Bengaluru, Karnataka - 560076

TAP ACADEMY

CSR Activity Offer Letter - 2023

Dear Uppada Lakshmi

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: Uppada Lakshmi

Email:

Mobile No:

College: SVLET



Rohit Ravinder
Founder & CEO
TAP Academy

Ph- 933889203

Email: ram@tapacademy.com

Blkg-3 Outer ring road, BTM 2nd Stage, Kuvempu Nagar, Stage 2,
Bengaluru, Karnataka - 560076



CSR Activity Offer Letter - 2023

Dear Yegireddy Phanikumar

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: Yegireddy, phanikumar

Email:

Mobile No:

College:



Rohit Ravinder
Founder & CEO
TAP Academy

Ph: 0838891203

Email: amms@taptapacademy.com

Blde 3, Outer ring road, BTM 2nd Stage, Kuvempu Nagar, Stage 2,
Bengaluru, Karnataka - 560076

TAP ACADEMY

CSR Activity Offer Letter - 2023

Dear Bonela Prameela Rani

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

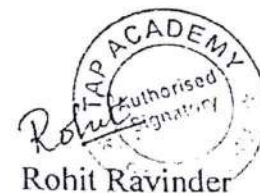
Please fill the below details and submit while enrolling for course:

Name: Bonela Prameela Rani

Email:

Mobile No:

College: SVCET



Rohit Ravinder
Founder & CEO
TAP Academy

Ph: 9538881203

Email: campus@tapanacademy.com

Blg 3, Outer ring road, BTM 2nd Stage, Kuvempu Nagar, Stage 2,
Bengaluru, Karnataka - 560076

Doc #: EMP/COL/SD/17032023/12250

March 17,2023

Dear MEESALA SAI SWETHA,

CONDITIONAL OFFER LETTER

As per the interview held at **Maintec Technologies Pvt Ltd**, on **March 17,2023**, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

- Your designation will be **Technical Support Engineer-L1 (Network Analyst/DC-Ops)**
- Your initial place of work will be at **Bangalore / Chennai / Noida**.
- On Successful completion of training, subsequent assessments and deployment, you will be an employee of MaintecTechnologies Pvt. Ltd. and deployed at our Client location.
- You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs.2,22,000/- (Rupees Two Lakh Twenty Two Thousand Only)** per annum exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.
- Maintec won't charge anything for training.
- Once you Left the company you need to submit the asset clearance Acknowledgement then only will release exp letter or reliving letter.

A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely,
For Maintec Technologies Pvt. Ltd,

Ramya M
Associate HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **June 13, 2023** or any other date which may be decided as per mutual discussions.

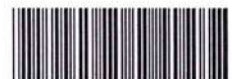
Candidate's Signature: M. Sai Swetha Date: _____

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

Note #2: Maintec does not charge any fee at any stage of recruitment of employees for its rolls or for deputation at clients' locations and it has not authorized any agency/partner to collect any fee for recruitment.

Maintec Confidential

** UPC symbol is unique to each document and cannot be copied or duplicated **
(This document is digitally signed, hence counter signature stamp is not required)



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P.)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Provisional offer of Appointment

SBERTND291

10-03-2023

Mr./Ms DUNGA TARUN KUMAR

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

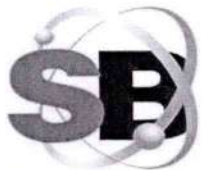
3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.

Registered Address: 8/119, Gurhai Mohalla, Shahdara, North East, Delhi-110032

Website: www.smartbrains.in


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

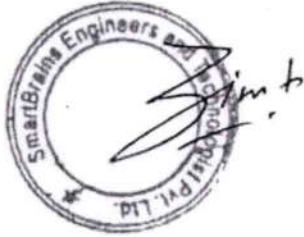
A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

DUNGA TARUN KUMAR

Dated: 10-03-2023

Acceptance



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



Provisional offer of Appointment

SBERTND456

10-03-2023

Mr./Ms DAMODHARA SAIKUMAR

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at **Our Client Preferred Location**.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide 'Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

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- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
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- ✓ Salary certificate from the previous employer if any.
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SmartBrains Engineers & Technologist Pvt. Ltd.

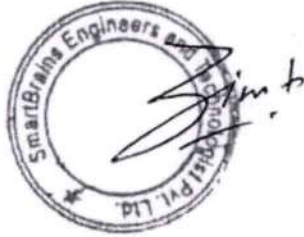
A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

DAMODHARA SAIKUMAR

Dated: 10-03-2023

Acceptance

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

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Transport Allowance	0	0
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* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 21-03-2023

Dear **PARAS MANI**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

- The period of training shall be start from date 01-05-2020 and end date 31/05/2020 and the same shall be extended based on performance.
- It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period.
- During the course of this training programmer, you would be going through online session on the followings:
 - a. Machine Skills
 - b. Personality Development and
 - c. Technical Skills
- You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
- You shall maintain a record of the details of your On Job Training during your On Job Training period.
- You hereby agree to be liable for the following terms and conditions:

i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.

ii. Neither engages in any conduct which is detrimental to the interest of TalentPro Foundation nor receives any payments of any nature directly or indirectly unless agreed to by TalentPro Foundation Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.

iii. Comply with the safety, health and other rules and regulations of TalentPro Foundation that you have been made aware of.

****This is a System generated document. Any unauthorized use, disclosures, dissemination, or copying of this document is strictly prohibited and may be unlawful****

TALENTPRO FOUNDATION



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Ref: 022GS-CDR/00200/24

Date:10/03/2023

GADI RAMBABU

(MG00524)

Sub: LETTER OF APPOINTMENT

With reference to your application dated 20/05/2019, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from 10/05/2023 on the following terms and conditions:

1. You will be on probation for a period of six month's from date of joining. The Management may at its sole and absolute discretion decide to extend your probation for such period/s as it deems fit and proper. You shall not be deemed to be confirmed in the service of the company after completion of the probationary period of six month's or the extended probationary period/s, unless you are specifically informed in writing to that effect. If your performance or conduct is not satisfactory or any adverse reports received regarding your antecedents, your service will be terminated at any time during the period of probation or extended period of probation without any notice or payment lieu of notice. The company management will be the sole judge as to the question of your work and /or performance being satisfactory or not and as to whether you are suitable to the organization or not and the decision of the company management shall be binding on you .On successful completion of your probation period /extended probation period, you will be confirmed in the regular services of the Company as JUNIOR RELATIONSHIP EXECUTIVE and posted to any Branch/ Offices, depending upon the requirement of the Company.
2. You will be paid salary of Rs.17,000.00 (Rupees Seventeen Thousand Only) per month during your period of probation including all allowances. You will be eligible for Contributory Provident Fund, ESI, etc as per the rules of Company.
3. If you are confirmed in the service of the company your age of retirement will be 55 years and your date of birth determined will be as per your declaration in the employment application based on the proof of age furnished by you. The Management may at its sole and absolute discretion to re-employ you on such terms and conditions and for such duration as may be decided by the company.
4. After you are confirmed, your service with the company may be terminated with thirty day's notice in writing from either side or salary in lieu of notice. However in case of misconduct or indiscipline on your part the company reserves the right to terminate your service without any notice or salary in lieu of notice.
5. If you desire to withdraw your placement before one year of service, you shall full fill the terms and conditions mentioned in the letter of undertaking given by you. If it is after one year, you shall give thirty day's notice or thirty day's salary in lieu of such notice to the organization of your intention to do so.
6. At the time of your joining or at any time during your employment in the organization the Management shall have the right to require you to subject yourself for medical examination at the organization's cost by any Registered Medical Practitioner of the choice of the organization. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited if such detection is made prior to your confirmation and if it is after your confirmation, your service will then be terminated by giving you thirty day's notice or salary in lieu of notice.
7. During your employment with the organization you shall be subject to such rules and regulations as are made by the organization from time to time at its discretion, whether they are individually notified to you or not. In the interest of this organisation, you agree that, you will not be taking up any other assignments with any of the competitive firms of this company (viz. other non - banking finance companies or scheduled banks doing gold loan business) within 2 years of date of relief.
8. If you absent from work without leave, intimation / permission continuously for a period of 15 days or more, you shall be deemed to have abandoned your employment with the company with effect from the date of commencement of such absence.



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

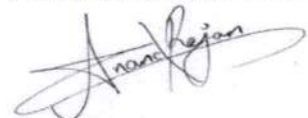
1. You will work in the Section / Department wherever you are placed and shall discharge the duties assigned to you from time to time to the utmost satisfaction of the organization. Salary will not accrue or become due or payable to you unless you have actually executed or carried out the work assigned to you by the Management. You shall also work extra time on normal working days and also on weekly / paid holidays whenever called upon to do so depending on exigencies of work of the organization.
2. Your services are liable to be transferred from one post to another, from one job to another, from one Department to another or to any of the organization's offices /branches or work place or sites or any sister concerns/ divisions any where in India whether existing or to be opened in future.
3. You shall not engage yourself directly or indirectly in any other business or employment while you are in the service of the company and you shall devote your whole time and best skill and efforts in the service of the company.
4. You shall do everything within your duties and take precaution to safeguard the organization's property and interests and to prevent any loss or damages to organization's property caused due to negligence, mishandling or non - performance during the course of your duties or otherwise.
5. If at any time it is found that you had at the time of appointment or thereafter given false information regarding your name, age, parentage, qualification, previous experience, state of health or any other personal information knowing it to be false, or had knowingly suppressed any such information, your employment in the organization will stand terminated from the day a communication in this regard is posted and delivered to you, without payment of any compensation or any benefits whatsoever.
6. You shall not take any papers, books, documents, computer software materials, or any other property of the organization out of the work place/ premises nor shall you in any way at any time disclose, divulge to anybody or make public any information or matter concerning the activities, accounts, transactions, dealings, trade/ business secrets, or information relating to or of the organization or its business or otherwise, whether the same may be confided in you or become known to you in the course of your employment or otherwise, not only during your service but even after you cease to be in the service of the organization. You shall be responsible for and shall take care of all books, computer software materials, documents or any other property/ies of the company generally and specifically entrusted to you.
7. In the event of your leaving the service of the company either by termination or your deciding to leave our employment of your own or by retirement or for any other reason, then you will be obliged to account for and return any property including cash if any in your custody or charge or due from you and all books and records of the company in your possession. Your failure to comply with the same shall give the right to the organization to withhold your salary, monetary benefits, dues and property apart from any other action which the organization shall deem fit to initiate against you in the matter.
8. You are required to submit the following documents and certificates in original at the time of your joining duties.
 - a) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
 - b) Documents in proof of your educational and other technical qualifications and previous experience if any.

If the above terms and conditions are acceptable to you, you may return the duplicate copy of the letter duly signed signifying your acceptance and report for duty on **10/05/2023** at **HYDERABAD** after complying with the aforesaid conditions of employment.

We welcome you and hope our association will be long and mutually rewarding.

Yours faithfully,

for **MUTHOOT MONEY LIMITED GL SOUTH**



HEAD - HUMAN RESOURCE



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Ref: 022GS-CDR/00421/24

Date:10/03/2023

GEMBALI SARASWATHI

(MG00655)

Sub: LETTER OF APPOINTMENT

With reference to your application dated 20/05/2019, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from 10/05/2023 on the following terms and conditions:

1. You will be on probation for a period of six month's from date of joining. The Management may at its sole and absolute discretion decide to extend your probation for such period/s as it deems fit and proper. You shall not be deemed to be confirmed in the service of the company after completion of the probationary period of six month's or the extended probationary period/s, unless you are specifically informed in writing to that effect. If your performance or conduct is not satisfactory or any adverse reports received regarding your antecedents, your service will be terminated at any time during the period of probation or extended period of probation without any notice or payment lieu of notice. The company management will be the sole judge as to the question of your work and /or performance being satisfactory or not and as to whether you are suitable to the organization or not and the decision of the company management shall be binding on you .On successful completion of your probation period /extended probation period, you will be confirmed in the regular services of the Company as **JUNIOR RELATIONSHIP EXECUTIVE** and posted to any Branch/ Offices, depending upon the requirement of the Company.
2. You will be paid salary of Rs.17,000.00 (Rupees Seventeen Thousand Only) per month during your period of probation including all allowances. You will be eligible for Contributory Provident Fund, ESI, etc as per the rules of Company.
3. If you are confirmed in the service of the company your age of retirement will be 55 years and your date of birth determined will be as per your declaration in the employment application based on the proof of age furnished by you. The Management may at its sole and absolute discretion to re-employ you on such terms and conditions and for such duration as may be decided by the company.
4. After you are confirmed, your service with the company may be terminated with thirty day's notice in writing from either side or salary in lieu of notice. However in case of misconduct or indiscipline on your part the company reserves the right to terminate your service without any notice or salary in lieu of notice.
5. If you desire to withdraw your placement before one year of service, you shall full fill the terms and conditions mentioned in the letter of undertaking given by you. If it is after one year, you shall give thirty day's notice or thirty day's salary in lieu of such notice to the organization of your intention to do so.
6. At the time of your joining or at any time during your employment in the organization the Management shall have the right to require you to subject yourself for medical examination at the organization's cost by any Registered Medical Practitioner of the choice of the organization. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited if such detection is made prior to your confirmation and if it is after your confirmation, your service will then be terminated by giving you thirty day's notice or salary in lieu of notice.
7. During your employment with the organization you shall be subject to such rules and regulations as are made by the organization from time to time at its discretion, whether they are individually notified to you or not. In the interest of this organisation, you agree that, you will not be taking up any other assignments with any of the competitive firms of this company (viz. other non - banking finance companies or scheduled banks doing gold loan business) within 2 years of date of relief.
8. If you absent from work without leave, intimation / permission continuously for a period of 15 days or more, you shall be deemed to have abandoned your employment with the company with effect from the date of commencement of such absence.


PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

1. You will work in the Section / Department wherever you are placed and shall discharge the duties assigned to you from time to time to the utmost satisfaction of the organization. Salary will not accrue or become due or payable to you unless you have actually executed or carried out the work assigned to you by the Management. You shall also work extra time on normal working days and also on weekly / paid holidays whenever called upon to do so depending on exigencies of work of the organization.
2. Your services are liable to be transferred from one post to another, from one job to another, from one Department to another or to any of the organization's offices /branches or work place or sites or any sister concerns/ divisions any where in India whether existing or to be opened in future.
3. You shall not engage yourself directly or indirectly in any other business or employment while you are in the service of the company and you shall devote your whole time and best skill and efforts in the service of the company.
4. You shall do everything within your duties and take precaution to safeguard the organization's property and interests and to prevent any loss or damages to organization's property caused due to negligence, mishandling or non - performance during the course of your duties or otherwise.
5. If at any time it is found that you had at the time of appointment or thereafter given false information regarding your name, age, parentage, qualification, previous experience, state of health or any other personal information knowing it to be false, or had knowingly suppressed any such information, your employment in the organization will stand terminated from the day a communication in this regard is posted and delivered to you, without payment of any compensation or any benefits whatsoever.
6. You shall not take any papers, books, documents, computer software materials, or any other property of the organization out of the work place/ premises nor shall you in any way at any time disclose, divulge to anybody or make public any information or matter concerning the activities, accounts, transactions, dealings, trade/ business secrets, or information relating to or of the organization or its business or otherwise, whether the same may be confided in you or become known to you in the course of your employment or otherwise, not only during your service but even after you cease to be in the service of the organization. You shall be responsible for and shall take care of all books, computer software materials, documents or any other property/ies of the company generally and specifically entrusted to you.
7. In the event of your leaving the service of the company either by termination or your deciding to leave our employment of your own or by retirement or for any other reason, then you will be obliged to account for and return any property including cash if any in your custody or charge or due from you and all books and records of the company in your possession. Your failure to comply with the same shall give the right to the organization to withhold your salary, monetary benefits, dues and property apart from any other action which the organization shall deem fit to initiate against you in the matter.
8. You are required to submit the following documents and certificates in original at the time of your joining duties.
 - a) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
 - b) Documents in proof of your educational and other technical qualifications and previous experience if any.

If the above terms and conditions are acceptable to you, you may return the duplicate copy of the letter duly signed signifying your acceptance and report for duty on **10/05/2023** at **HYDERABAD** after complying with the aforesaid conditions of employment.

We welcome you and hope our association will be long and mutually rewarding.

Yours faithfully,

for **MUTHOOT MONEY LIMITED GL SOUTH**



HEAD - HUMAN RESOURCE



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 01-02-2023

Dear BARLA JANAKIRAMUDU,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

The position we are offering you is that of internship for Three Months Internship Without any Stipend. Once your internship is successfully complete, you might be offered a role as **GTE** With an annual cost to company of Rs. 2,04,000 /-. This position reports to Construction Division Head.

We would like you to start work on 17-02-2023. Please report to Head Office for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (XPayroll) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 05-02-2023 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of VISHWANADH AVENUES INDIA PRIVATE LIMITED and look forward to working with you.

Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

D.No 45-58-13, Pent House, Chandradaya Towers, Narasimha Nagar, Visakhapatnam – 534 024.
Ph: 0891 2539939, email: vishwanadhavenues@gmail.com, directorvaipl@gmail.com


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCNERIA, S



Vishwanadh Avenues (India) Pvt. Ltd.

Dear RUPPA NEELAM APPALA NAIDU,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

The position we are offering you is that of internship for Three Months Internship Without any Stipend. Once your internship is successfully complete, you might be offered a role as **GTE** With an annual cost to company of Rs. 2,04,000 /-. This position reports to Construction Division Head.

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Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



कर्मचारी भविष्य निधि संगठन
(कर्म एवं राजगार मंत्रालय, भारत सरकार)
EMPLOYEES' PROVIDENT FUND ORGANISATION
(Ministry of Labour & Employment, Govt. of India)



सदस्य पासबुक / Member Passbook

स्थापना आईडी/नाम	Establishment ID/Name	HRFBD0010888000 / KANWAR ENTERPRISES (P) LTD.
सदस्य आईडी/नाम	Member ID/Name	HRFBD00108880000055812 / BOLBAM PANDIT
जन्म तिथि	Date of Birth	01-01-2001
यू ए न	UAN	102026286480

ईपीएफ पासबुक [वित्तीय वर्ष - 2023-2024] / EPF Passbook [Financial Year - 2023-2024]

विवरण / Particulars				कर्मचारी शेष / Employee Balance	नियोक्ता शेष / Employer Balance	पेंशन शेष / Pension Balance		
OB Int. Updated upto 31/03/2023				0	0	0		
वेतन माह / Wage Month	ट्रांसक्शन / Transaction		विवरण / Particulars	वेतन / Wages		अंशदान / Contribution		
	दिनांक / Date	प्रकार / Type		ई पी एफ / EPF	ई पी एस / EPS	कर्मचारी / Employee	नियोक्ता / Employer	पेंशन / Pension
Nov-2023	06-02-2024	CR	Cont. For Due-Month 122023	11,592	11,592	1,391	425	966
Dec-2023	27-03-2024	CR	Cont. For Due-Month 012024	11,592	11,592	1,391	425	966
Jan-2024	18-04-2024	CR	Cont. For Due-Month 022024	11,592	11,592	1,391	425	966
Feb-2024	18-04-2024	CR	Cont. For Due-Month 032024	11,592	11,592	1,391	425	966
Total Contributions for the year [2023]				5,564	1,700	3,864		
Total Transfer-Ins/VDRs for the year [2023]				0	0	0		
Total Withdrawals for the year [2023]				0	0	0		
Interest details N/A				0	0	0		
Closing Balance as on 31/03/2024				5,564	1,700	3,864		

-----विवरण की समाप्ति/End Of Statement-----

मुद्रित/Printed On : 03-06-2024 17:29:40

प्रतिष्ठान - उपर दी गई जानकारी केन्द्रीय सर्वर पर दी गई जानकारी के आधार पर है। यह जानकारी कानूनी प्रयोजन के लिए उपयोग नहीं की जा सकती है।

Disclaimer - Information shown above is based on available data on central server. This information may not be use for legal purpose.

- * Please never respond to any call for sharing any personal details like Aadhar, PAN, Bank details, OTP or request for any payment.
- * EPFO never calls members/ pensioners to deposit any amount.
- * Please do not make any payment based on any such call.

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



कर्मचारी भविष्य निधि संगठन
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)
EMPLOYEES' PROVIDENT FUND ORGANISATION
(Ministry of Labour & Employment, Govt. of India)



सदस्य पासबुक / Member Passbook

स्थापना आईडी / नाम	Establishment ID/Name	HRFBD0010888000 / KANWAR ENTERPRISES (P) LTD.
सदस्य आईडी / नाम	Member ID/Name	HRFBD00108880000055812 / BOLBAM PANDIT
जन्म तिथि	Date of Birth	01-01-2001
यू ए न	UAN	102026286480

Taxable Data for the year [2023-2024]			
OB Int. Updated upto 01/04/2023	0	0	0
Cont. Month	Monthly Contribution	Cumulative Balance at the end of the Month	
		Non-Taxable	Taxable
Apr-2023	0	0	0
May-2023	0	0	0
Jun-2023	0	0	0
Jul-2023	0	0	0
Aug-2023	0	0	0
Sep-2023	0	0	0
Oct-2023	0	0	0
Nov-2023	0	0	0
Dec-2023	1,391	1,391	0
Jan-2024	1,391	2,782	0
Feb-2024	1,391	4,173	0
Mar-2024	1,391	5,564	0
TOTAL	5,564	5,564	0
Int. Updated upto 31/03/2024	0	0	0
Closing Balance as on 31/03/2024	5,564	5,564	0

*In case taxable interest is less than Rs. 5,000/- then TDS will not be deducted.

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Ref No: 24197251
26-Dec-2023



Dhavala Kavya

Dear Dhavala,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Voice** with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Hyderabad**.

Your annual total compensation will be **INR 210,002**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **28-Dec-2023**.

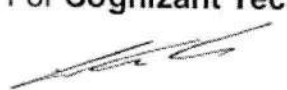
Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,
For **Cognizant Technology Solutions India Private Limited ("Cognizant")**,



Shibu Balakrishnan
AVP – HR

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

Signature:

Date:



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 01-02-2023

Dear **MANDAPAKA PALLAVI**,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

The position we are offering you is that of internship for Three Months Internship Without any Stipend. Once your internship is successfully complete, you might be offered a role as **MET** With an annual cost to company of Rs. 2,04,000/-. This position reports to Construction Division Head.

We would like you to start work on 17-02-2023. Please report to Head Office for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (XPayroll) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 05-02-2023 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of VISHWANADH AVENUES INDIA PRIVATE LIMITED and look forward to working with you.

Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

D.No 45-58-13, Pent House, Chandradaya Towers, Narasimha Nagar, Visakhapatnam – 534 024.
Ph: 0891 2539939, email: vishwanadhavenues@gmail.com, directorvaip@gmail.com


PRINCIPAL
Sri Vankateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P.)



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 01-02-2023

Dear SANAPALA SURYAKIRAN ,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

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Sincerely,

Narendra Kumar B

Managing Director

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D.No 45-58-13, Pent House, Chandradaya Towers, Narasimha Nagar, Visakhapatnam – 534 024.
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PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam (A.P.)



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 01-02-2023

Dear POTNURU SREEJA ,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

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Sincerely,

Narendra Kumar B

Managing Director

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Ph: 0891 2539939, email: vishwanadhavenues@gmail.com, directorvaipl@gmail.com

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-537410 (A.P)



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 01-02-2023

Dear PUSARALLA DEVI ,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

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Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

D.No 45-58-13, Pent House, Chandradaya Towers, Narasimha Nagar, Visakhapatnam – 534 024.
Ph: 0891 2539939, email: vishwanadhavenues@gmail.com, directorvaip@gmail.com

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Dist. Visakhapatnam-531129 (A.P.)



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 01-02-2023

Dear **PYDI PARVATHI KUMAR**,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

The position we are offering you is that of internship for Three Months Internship Without any Stipend. Once your internship is successfully complete, you might be offered a role as MET With an annual cost to company of Rs. 2,04,000/-. This position reports to Construction Division Head.

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Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

D.No 45-58-13, Pent House, Chandradaya Towers, Narasimha Nagar, Visakhapatnam – 534 024.
Ph: 0891 2539939, email: vishwanadhavenues@gmail.com, directorvaip@gmail.com

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 01-02-2023

Dear **GORLE SANKAR**,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

The position we are offering you is that of internship for Three Months Internship Without any Stipend. Once your internship is successfully complete, you might be offered a role as MET With an annual cost to company of Rs. 2,04,000/-. This position reports to Construction Division Head.

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Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410, (A.P.)



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 01-02-2023

Dear **BENDI YASWANTH SRI SAI SASTHRY**,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

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Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

D.No 45-58-13, Pent House, Chandradaya Towers, Narasimha Nagar, Visakhapatnam – 534 024.
Ph: 0891 2539939, email: vishwanadhavenues@gmail.com, directorvaipl@gmail.com


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P.)



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 01-02-2023

Dear **BOMMALI KUMAR**,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

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Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

D.No 45-58-13, Pent House, Chandradaya Towers, Narasimha Nagar, Visakhapatnam – 534 024.
Ph: 0891 2539939, email: vishwanadhavenues@gmail.com, directorvaip@gmail.com


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 01-02-2023

Dear **G HARITA**,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

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Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

D.No 45-58-13, Pent House, Chandradaya Towers, Narasimha Nagar, Visakhapatnam – 534 024.
Ph: 0891 2539939, email: vishwanadhavenues@gmail.com, directorvaip@gmail.com


PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHEKLA, Srikakulam-532410 (A.P)



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 01-02-2023

Dear KOORADA GNANESWARA GUPTHA ,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

The position we are offering you is that of internship for Three Months Internship Without any Stipend. Once your internship is successfully complete, you might be offered a role as MET With an annual cost to company of Rs. 2,04,000/-. This position reports to Construction Division Head.

We would like you to start work on 17-02-2023. Please report to Head Office for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (XPayroll) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 05-02-2023 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of VISHWANADH AVENUES INDIA PRIVATE LIMITED and look forward to working with you.

Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

D.No 45-58-13, Pent House, Chandradaya Towers, Narasimha Nagar, Visakhapatnam – 534 024.
Ph: 0891 2539939, email: vishwanadhavenues@gmail.com, directorvaip@gmail.com

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 01-02-2023

Dear PONDARA PRAVEEN ,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

The position we are offering you is that of internship for Three Months Internship Without any Stipend. Once your internship is successfully complete, you might be offered a role as MET With an annual cost to company of Rs. 2,04,000/-. This position reports to Construction Division Head.

We would like you to start work on 17-02-2023. Please report to Head Office for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (XPayroll) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 05-02-2023 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of VISHWANADH AVENUES INDIA PRIVATE LIMITED and look forward to working with you.

Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

D.No 45-58-13, Pent House, Chandradaya Towers, Narasimha Nagar, Visakhapatnam – 534 024.
Ph: 0891 2539939, email: vishwanadhavenues@gmail.com, directorvaipl@gmail.com

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 01-02-2023

Dear **POTNURU AJITH**,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

The position we are offering you is that of internship for Three Months Internship Without any Stipend. Once your internship is successfully complete, you might be offered a role as MET With an annual cost to company of Rs. 2,04,000/-. This position reports to Construction Division Head.

We would like you to start work on 17-02-2023. Please report to Head Office for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (XPayroll) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 05-02-2023 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of VISHWANADH AVENUES INDIA PRIVATE LIMITED and look forward to working with you.

Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

D.No 45-58-13, Pent House, Chandradaya Towers, Narasimha Nagar, Visakhapatnam – 534 024.
Ph: 0891 2539939, email: vishwanadhavenues@gmail.com, directorvaip@gmail.com

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
Eicher Road, Srikalahasti-532410 (A.P)



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 01-02-2023

Dear **RATNALA NAVEEN**,

Congratulations! We are pleased to confirm that you have been selected to work for VISHWANADH AVENUES INDIA PRIVATE LIMITED. We are delighted to make you the following job offer:

The position we are offering you is that of internship for Three Months Internship Without any Stipend. Once your internship is successfully complete, you might be offered a role as MET With an annual cost to company of Rs. 2,04,000/-. This position reports to Construction Division Head.

We would like you to start work on 17-02-2023. Please report to Head Office for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (XPayroll) in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 05-02-2023 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of VISHWANADH AVENUES INDIA PRIVATE LIMITED and look forward to working with you.

Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

D.No 45-58-13, Pent House, Chandradaya Towers, Narasimha Nagar, Visakhapatnam – 534 024.
Ph: 0891 2539939, email: vishwanadhavenues@gmail.com, directorvaipl@gmail.com

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

OFFER LETTER

Date: 5 FEB 2023

Dear ABOTHULA SAI THUNAJA

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email ID.

For verification, please share the below-mentioned documents with **e-cap@excelr.com**

- 2 Passport size photo
- Copy of your College ID
- Any one Govt ID proof (Driving License / PAN card / AADHAR card)
- Signed copy of this Offer letter as an acceptance.

Following are the details for Job Profile

Full Stack Developer | Front End | Back End

Job Location: **PAN India**

Job Description

Job Profile: **Full Stack Developer | Front End Developer | Back End Developer**

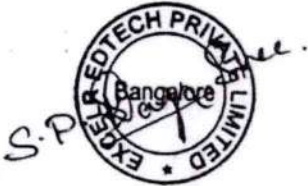
Position: **Developer**

Location: **PAN India**

Duration: **5 months of training and 100% Placement Assistance**

Package*: **2.8LPA to 6LPA**

Best Regards,


S.P.

S. Pratyusha Kavya Sree
HR Manager

*Note: This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.


PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

ExcelR EdTech Private Limited

Registered Office

#49, 1st Cross, 27th Main, 1st Stage,
BTM Layout, Bengaluru, Karnataka - 560068.

+91 96321 56744

enquiry@excelr.com

www.excelr.com

CIN:U62099KA2023PTC173077

OFFER LETTER

Date: 5 FEB 2023

Dear CHINTADA SHARMILA

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email ID.

For verification, please share the below-mentioned documents with e-cap@excelr.com

- 2 Passport size photo
- Copy of your College ID
- Any one Govt ID proof (Driving License / PAN card / AADHAR card)
- Signed copy of this Offer letter as an acceptance.

Following are the details for Job Profile

Full Stack Developer | Front End | Back End

Job Location: PAN India

Job Description

Job Profile: Full Stack Developer | Front End Developer | Back End Developer

Position: Developer

Location: PAN India

Duration: 5 months of training and 100% Placement Assistance

Package*: 2.8LPA to 6LPA

Best Regards,



S. Pratyusha Kavya Sree
HR Manager

*Note: This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR EdTech Private Limited


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Registered Office

#49, 1st Cross, 27th Main, 1st Stage,
BTM Layout, Bengaluru, Karnataka - 560068.

+91 96321 56744

enquiry@excelr.com

www.excelr.com

CIN:U62099KA2023PTC173077

OFFER LETTER

Date: 5 FEB 2023

Dear CHODIPILLI ROHIT

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email ID.

For verification, please share the below-mentioned documents with e-cap@excelr.com

- 2 Passport size photo
- Copy of your College ID
- Any one Govt ID proof (Driving License / PAN card / AADHAR card)
- Signed copy of this Offer letter as an acceptance.

Following are the details for Job Profile

Full Stack Developer | Front End | Back End

Job Location: PAN India

Job Description

Job Profile: **Full Stack Developer | Front End Developer | Back End Developer**

Position: Developer

Location: PAN India

Duration: 5 months of training and 100% Placement Assistance

Package*: 2.8LPA to 6LPA

Best Regards,



S. Pratyusha Kavya Sree
HR Manager

*Note: This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR EdTech Private Limited

Registered Office

#49, 1st Cross, 27th Main, 1st Stage,
BTM Layout, Bengaluru, Karnataka - 560068.

+91 96321 56744

enquiry@excelr.com

www.excelr.com

CIN:U62099KA2023PTC173077

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

OFFER LETTER

Date: 5 FEB 2023

Dear **CHINTALA MOUNIKA**

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email ID.

For verification, please share the below-mentioned documents with **e-cap@excelr.com**

- 2 Passport size photo
- Copy of your College ID
- Any one Govt ID proof (Driving License / PAN card / AADHAR card)
- Signed copy of this Offer letter as an acceptance.

Following are the details for Job Profile

Full Stack Developer | Front End | Back End

Job Location: **PAN India**

Job Description

Job Profile: **Full Stack Developer | Front End Developer | Back End Developer**

Position: **Developer**

Location: **PAN India**

Duration: **5 months of training and 100% Placement Assistance**

Package*: **2.8LPA to 6LPA**

Best Regards,



S. Pratyusha Kavya Sree
HR Manager

*Note: This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR EdTech Private Limited

Registered Office

#49, 1st Cross, 27th Main, 1st Stage,
BTM Layout, Bengaluru, Karnataka - 560068.

+91 96321 56744

enquiry@excelr.com

www.excelr.com

CIN:U62099KA2023PTC173077

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 24/04/2022

Dear HARICHANDANA BUSA ,

Sub: Offer letter of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

The detailed appointment letter will be given to you at the time of joining. You have to join on 27/8/2022 otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.
Monthly Base Salary of 16k per month.

You are requested to bring attested copies along with the original certificates/testimonials at the time of joining along with

- Educational certificates
- Three passport size photographs
- Medical fitness certificate

Please send as an email confirming the receipt of this offer letter as a token of acceptance of terms and conditions mentioned therein.

I would like to take this opportunity to wish you a successful career with us.

Thank you,



Regards,
amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

Address: 2nd Floor, Raghava Mansion, Srinagar Colony Main Road, Above Axis Bank, Hyderabad ,Andhra Pradesh-500073
Phone:040 6666 0225



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 24/04/2022

Dear IPPILI NAVEEN KUMAR ,

Sub: Offer letter of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

The detailed appointment letter will be given to you at the time of joining. You have to join on 27/8/2022 otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.
Monthly Base Salary of 16k per month.

You are requested to bring attested copies along with the original certificates/testimonials at the time of joining along with

- Educational certificates
- Three passport size photographs
- Medical fitness certificate

Please send as an email confirming the receipt of this offer letter as a token of acceptance of terms and conditions mentioned therein.

I would like to take this opportunity to wish you a successful career with us.

Thank you,



Regards,
amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

Address: 2nd Floor, Raghava Mansion, Srinagar Colony Main Road, Above Axis Bank, Hyderabad ,Andhra Pradesh-500073
Phone: 040 6666 0225


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532211 (A.P.)

Date: 24/04/2022

Dear PANIGRAHI SAI MOUNIKANJALI ,

Sub: Offer letter of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

The detailed appointment letter will be given to you at the time of joining. You have to join on 27/8/2022 otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.
Monthly Base Salary of 16k per month.

You are requested to bring attested copies along with the original certificates/testimonials at the time of joining along with

- Educational certificates
- Three passport size photographs
- Medical fitness certificate

Please send as an email confirming the receipt of this offer letter as a token of acceptance of terms and conditions mentioned therein.

I would like to take this opportunity to wish you a successful career with us.

Thank you,



Regards,
amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

Address: 2nd Floor, Raghava Mansion, Srinagar Colony Main Road, Above Axis Bank, Hyderabad ,Andhra Pradesh-500073
Phone: 040 6666 0225



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 24/04/2022

Dear NUTAN KUMARI ,

Sub: Offer letter of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

The detailed appointment letter will be given to you at the time of joining. You have to join on 27/8/2022 otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.
Monthly Base Salary of 16k per month.

You are requested to bring attested copies along with the original certificates/testimonials at the time of joining along with

- Educational certificates
- Three passport size photographs
- Medical fitness certificate

Please send as an email confirming the receipt of this offer letter as a token of acceptance of terms and conditions mentioned therein.

I would like to take this opportunity to wish you a successful career with us.

Thank you,



Regards,
amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

Address: 2nd Floor, Raghava Mansion, Srinagar Colony Main Road, Above Axis Bank, Hyderabad ,Andhra Pradesh-500073
Phone:040 6666 0225


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 24/04/2022

Dear PEDDINI VENKATESH ,

Sub: Offer letter of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

The detailed appointment letter will be given to you at the time of joining. You have to join on 27/8/2022 otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.
Monthly Base Salary of 16k per month.

You are requested to bring attested copies along with the original certificates/testimonials at the time of joining along with

- Educational certificates
- Three passport size photographs
- Medical fitness certificate

Please send as an email confirming the receipt of this offer letter as a token of acceptance of terms and conditions mentioned therein.


I would like to take this opportunity to wish you a successful career with us.

Thank you,



Regards,
amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

Address: 2nd Floor, Raghava Mansion, Srinagar Colony Main Road, Above Axis Bank, Hyderabad ,Andhra Pradesh-500073
Phone:040 6666 0225



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 04 / 03 / 2023

Dear **SARATKUMAR PATNANA** ,

Sub: Offer letter for the position of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

The detailed appointment letter will be given to you at the time of joining. You have to join on 20 / 05 / 2023. Otherwise, this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned. Monthly Base Salary of 16k per month.

You are requested to bring attested copies along with the original certificates/testimonials at the time of joining along with

- Educational certificates
- Three passport size photographs
- Medical fitness certificate

Please send as an email confirming the receipt of this offer letter as a token of acceptance of terms and conditions mentioned therein.

I would like to take this opportunity to wish you a successful career with us.

Thank you,



Regards,
Amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

Address: 2nd Floor, Raghava Mansion, Srinagar Colony Main Road, Above Axis Bank, Hyderabad ,Andhra Pradesh-500073
Phone:040 6666 0225



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 24/04/2022

Dear MUTCHA RAMU ,

Sub: Offer letter of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

The detailed appointment letter will be given to you at the time of joining. You have to join on 27/8/2022 otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.
Monthly Base Salary of 16k per month.

You are requested to bring attested copies along with the original certificates/testimonials at the time of joining along with

- Educational certificates
- Three passport size photographs
- Medical fitness certificate

Please send as an email confirming the receipt of this offer letter as a token of acceptance of terms and conditions mentioned therein.

I would like to take this opportunity to wish you a successful career with us.

Thank you



Regards,
amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

Address: 2nd Floor, Raghava Mansion, Srinagar Colony Main Road, Above Axis Bank, Hyderabad ,Andhra Pradesh-500073
Phone: 040 6666 0225


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 24/04/2022

Dear VANJULA MALLESWARA RAO ,

Sub: Offer letter of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

The detailed appointment letter will be given to you at the time of joining. You have to join on 27/8/2022 otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.
Monthly Base Salary of 16k per month.

You are requested to bring attested copies along with the original certificates/testimonials at the time of joining along with

- Educational certificates
- Three passport size photographs
- Medical fitness certificate

Please send as an email confirming the receipt of this offer letter as a token of acceptance of terms and conditions mentioned therein.

I would like to take this opportunity to wish you a successful career with us.

Thank you,



Regards,
amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

Address: 2nd Floor, Raghava Mansion, Srinagar Colony Main Road, Above Axis Bank, Hyderabad ,Andhra Pradesh-500073
Phone: 040 6666 0225


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

ASWAN Human Resources Private Limited

A Source for Human Resources

No.05, SIDCO Industrial Estate, 3rd Cross Street, SIPCOT Complex, Gummidipoondi-601201,
Thiruvallur-District, Tamilnadu, India. ☎044-27921411/1412, E-Mail - aswanpvtltd@gmail.com



Date:28.08.2023

To:

Mr. SACHIN KUMAR MANDAL, ✓
Khara, Udakishunganj,
Madhepura District, Bihar-852219.

Dear . SACHIN KUMAR MANDAL,

In the continuation of the subsequent interview we had with you on 23.08.2023 you are appointed as **Machine Operator @ M/s. Sundaram Fasteners Limited, Autolec Division, Plant-2, F- 6, 8 & 10, SIPCOT Industrial Estate, Gummidipoondi-601201** under our contract.

Your monthly remuneration details is given below:-

Particulars		Operator
Basic Wages & DA	Rs.	14404.00
HRA	Rs.	1604.00
Gross Wages Per Month	Rs.	16008.00
ESI Employee Contribution 0.75% @ Total Wages	Rs.	121.06
EPF Employee Contribution 12.00 % @ Basic & DA	Rs.	1728.48
Take Home Salary Per Month	Rs.	14158.46

Note :

1. Attendance Bonus will be given Rs.1000/- if Full month present.
2. One day Eligible Leave will be provide in a Month.
3. Subsidied Food (Rs.3/-) will be Provide at the time of Work.
4. You will get Indirect Income in your EPF Account (i.e 1728 x 2 = Rs.3456/- Employee and Employer contribution)

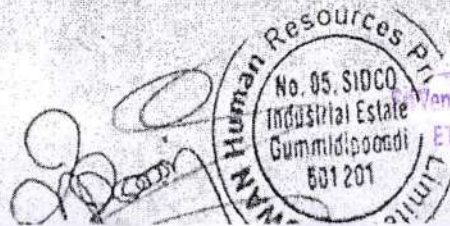
You will need to furnish documents relating to the declaration in the resume submitted to the company, relieving and other relevant documents at the time of reporting for the job.

Please duly signed a duplicate copy of this letter for indicating your acceptance along with tentative date of joining on 05.09.2023.

Congratulations, we look forward to working with you.

Regards,

for ASWAN Human Resources Private Limited




PRINCIPAL
Vankateswara College of Engineering & Technology
ETCHELRA, Srikakulam-532410 (A.P.)
Accepted

ARRAA/HR/Offer Letter: 2023/0159

Oct 30th, 2023.

Mr. Jami Suneel,
S/o Jami Vykuntarao,
Address: 1-94, Palli veedhi, Govindhapuram,
Vajrapukotthuru (Mandalam), Pundi (RS),
Srikakulam, Andhra Pradesh - 532218.
Ph No: 9014598858.

Dear Mr. Jami Suneel,

With reference to your application and the interview that we had with you, we are pleased to offer you the post of "**Graduate Engineering Trainee**" in our organization.

Your Initial training will be with **stipend of Rs. 10,000.00** per month, your performance will be evaluated, after **successful completion of training, your CTC will be revised to Rs. 3,00,528.00/- lpa.** All other terms & conditions shall be as per company HR policy.

You agree not to disclose any confidential information learned in the course of your employment about the business of the firm or about its clients or about the personal affairs of your superiors to anybody outside the firm both during and after your term of employment. You understand and affirm the need to treat your compensation as highly individual and confidential, which is not to be discussed with anyone.

We are very pleased to offer you the position and are sure that you will make a superb addition to our firm. You will be signing an irrevocable Contract for your continuity in service for a period of 36 months Inclusive of your probation period. Your date of Joining/Training shall be intimate through email at the earlier.

Please sign this copy and return for our files.

Thanking you,

For ARRAA ENERGY PRIVATE LIMITED

P Shilpa

HR Manager



Mr. Jami Suneel

Signed and Accepted

ARRAA ENERGY PRIVATE LIMITED

ADDRESS: No: 4th Floor, No.3/183 | Mount Poonamalle Road | Manapakkam | Chennai – 600 125 | INDIA | TEL/FAX : +91 44 42856342
Enquiry@arraaenergy.com

CIN: U31900TN2020PTC139394


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.R.)



A.R. ENGINEERING WORKS

Manpower Supply & Recruitment Agency

No.36, SIDCO Industrial Estate, Gummidipoondi - 601201
044-27923776, 27921411 arengineering1994@gmail.com

Date:30.09.2023

To:

Miss. Konchada Yogeswari
D/o. Banala Gurakayya
7-1-19/2 Karjee Street, Rattakanna,
Srikakulam District,
Andhrapradesh-532221.

Dear Konchada Yogeswari,

In the continuation of the subsequent interview we had with you on 30.09.2023 you are appointed as **Machine Operator @ M/s. MITSUBA India Private Limited, D-8, SIPCOT Industrial Estate, Gummidipoondi-601201** under our contract.

Your monthly remuneration details is given below:-

Particulars		Operator
Basic Wages & DA	Rs.	14779.00
HRA	Rs.	2471.00
Gross Wages Per Month	Rs.	17250.00
ESI Employee Contribution 0.75% @ Total Wages	Rs.	130.00
EPF Employee Contribution 12.00 % @ Basic & DA	Rs.	1773.00
Take Home Salary Per Month	Rs.	15347.00

Note :

1. Attendance Bonus will be given Rs.500/- if Full month present.
2. Night Shift Allowance - Rs.25/- per day along with Snacks.
3. EL and Bonus Will be yearly once as per norms.
4. Subsidied Food (Rs.3/-) will be Provide at the time of Work.
5. You will get Indirect Income in your EPF Account (i.e 1773 x 2 = Rs.3546/- Employee and Employer contribution)
6. Transport Facility Available

You will need to furnish documents relating to the declaration in the resume submitted to the company, relieving and other relevant documents at the time of reporting for the job.

Please duly signed a duplicate copy of this letter for indicating your acceptance along with tentative date of joining on 03.10.2023.

Congratulations, we look forward to working with you.

Regards,

For A.R.ENGINEERING WORKS



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Accepted

SLN BUILDCON INDIA PRIVATE LIMITED

H.NO: 7-1/627/MIG, 4THFLOOR, SLNDREAMKEY, NALLAGANDLAHUDA, SERILINGAMPALLY,
HYDERABAD, TELANGANA, INDIA – 500019.

Offer Letter

Date : 12-03-2023

Ref: SLN/HRD/22-23/95

MOJJADA MAHESH,

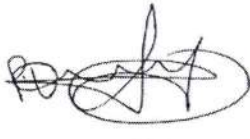

Dear MOJJADA MAHESH,

We are pleased to offer you a position in our company as “Graduate Engineer Trainee” based on your educational qualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer letter is valid up to **4-May-2023**. Your salary will be Rs 1,92,000/-. CTC Per Annum. Work Location Will be in Hyderabad, Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SR HR Generalist
SLN BUILDCON INDIA Private Limited

Authorized Signatory



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

SLN BUILDCON INDIA PRIVATE LIMITED

H.NO: 7-1/627/MIG, 4THFLOOR, SLNDREAMKEY, NALLAGANDLAHUDA, SERILINGAMPALLY,
HYDERABAD, TELANGANA, INDIA – 500019.

Offer Letter

Date : 12-03-2023

Ref: SLN/HRD/22-23/102

TAMADA HEMANTHKUMAR,

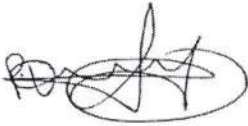
Dear TAMADA HEMANTHKUMAR,

We are pleased to offer you a position in our company as “Graduate Engineer Trainee” based on your educational qualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer letter is valid up to **4-May-2023**. Your salary will be Rs 1,92,000/-. CTC Per Annum. Work Location Will be in Hyderabad, Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SR HR Generalist
SLN BUILDCON INDIA Private Limited



Authorized Signatory



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

SLN BUILDCON INDIA PRIVATE LIMITED

H.NO: 7-1/627/MIG, 4THFLOOR, SLNDREAMKEY, NALLAGANDLAHUDA, SERILINGAMPALLY,
HYDERABAD, TELANGANA, INDIA – 500019.

Offer Letter

Date : 12-03-2023

Ref: SLN/HRD/22-23/109

YANDA TEJESWARA RAO,

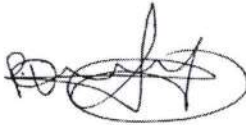
Dear **YANDA TEJESWARA RAO,**

We are pleased to offer you a position in our company as “Graduate Engineer Trainee” based on your educational qualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer letter is valid up to **4-May-2023**. Your salary will be Rs 1,92,000/-. CTC Per Annum. Work Location Will be in Hyderabad, Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SR HR Generalist
SLN BUILDCON INDIA Private Limited



Authorized Signatory



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

SLN BUILDCON INDIA PRIVATE LIMITED

H.NO: 7-1/627/MIG, 4THFLOOR, SLNDREAMKEY, NALLAGANDLAHUDA, SERILINGAMPALLY,
HYDERABAD, TELANGANA, INDIA – 500019.

Offer Letter

Date : 12-03-2023

Ref: SLN/HRD/22-23/116

ARJI NAVEEN,

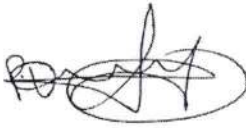
Dear ARJI NAVEEN,

We are pleased to offer you a position in our company as “Graduate Engineer Trainee” based on your educational qualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer letter is valid up to **4-May-2023**. Your salary will be Rs 1,92,000/-. CTC Per Annum. Work Location Will be in Hyderabad, Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SR HR Generalist
SLN BUILDCON INDIA Private Limited



Authorized Signatory



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

SLN BUILDCON INDIA PRIVATE LIMITED

H.NO: 7-1/627/MIG, 4THFLOOR, SLNDREAMKEY, NALLAGANDLAHUDA, SERILINGAMPALLY,
HYDERABAD, TELANGANA, INDIA – 500019.

Offer Letter

Date : 12-03-2023

Ref: SLN/HRD/22-23/1548

KARIGGI GANESH,

Dear KARIGGI GANESH,

We are pleased to offer you a position in our company as “Graduate Engineer Trainee” based on your educational qualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer letter is valid up to **4-May-2023**. Your salary will be Rs 1,92,000/-. CTC Per Annum. Work Location Will be in Hyderabad, Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SR HR Generalist
SLN BUILDCON INDIA Private Limited



Authorized Signatory



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

SLN BUILDCON INDIA PRIVATE LIMITED

H.NO: 7-1/627/MIG, 4THFLOOR, SLNDREAMKEY, NALLAGANDLAHUDA, SERILINGAMPALLY,
HYDERABAD, TELANGANA, INDIA – 500019.

Offer Letter

Date : 12-03-2023

Ref: SLN/HRD/22-23/1589

CHINNALA NARAYANA RAO,


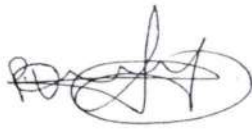
Dear CHINNALA NARAYANA RAO,

We are pleased to offer you a position in our company as “Graduate Engineer Trainee” based on your educational qualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer letter is valid up to 4-May-2023. Your salary will be Rs 1,92,000/-. CTC Per Annum. Work Location Will be in Hyderabad, Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SR HR Generalist
SLN BUILDCON INDIA Private Limited



Authorized Signatory



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

SLN BUILDCON INDIA PRIVATE LIMITED

H.NO: 7-1/627/MIG, 4THFLOOR, SLNDREAMKEY, NALLAGANDLAHUDA, SERILINGAMPALLY,
HYDERABAD, TELANGANA, INDIA – 500019.

Offer Letter

Date : 12-03-2023

Ref: SLN/HRD/22-23/123

MAJJI THAVITINAIDU,

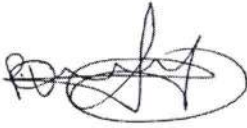
Dear MAJJI THAVITINAIDU,

We are pleased to offer you a position in our company as “Graduate Engineer Trainee” based on your educational qualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer letter is valid up to **4-May-2023**. Your salary will be Rs 1,92,000/-. CTC Per Annum. Work Location Will be in Hyderabad, Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SR HR Generalist
SLN BUILDCON INDIA Private Limited



Authorized Signatory



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

SLN BUILDCON INDIA PRIVATE LIMITED

H.NO: 7-1/627/MIG, 4THFLOOR, SLNDREAMKEY, NALLAGANDLAHUDA, SERILINGAMPALLY,
HYDERABAD, TELANGANA, INDIA – 500019.

Offer Letter

Date : 12-03-2023

Ref: SLN/HRD/22-23/130

PANDURI SAIKUMAR,

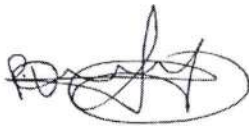
Dear PANDURI SAIKUMAR,

We are pleased to offer you a position in our company as “Graduate Engineer Trainee” based on your educational qualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer letter is valid up to **4-May-2023**. Your salary will be Rs 1,92,000/-. CTC Per Annum. Work Location Will be in Hyderabad, Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SR HR Generalist
SLN BUILDCON INDIA Private Limited



Authorized Signatory



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P.)

SLN BUILDCON INDIA PRIVATE LIMITED

H.NO: 7-1/627/MIG, 4THFLOOR, SLNDREAMKEY, NALLAGANDLAHUDA, SERILINGAMPALLY,
HYDERABAD, TELANGANA, INDIA – 500019.

Offer Letter

Date : 12-03-2023

Ref: SLN/HRD/22-23/137

POLUMURU JITENDRA RAJU,

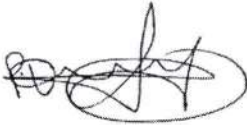
Dear POLUMURU JITENDRA RAJU,

We are pleased to offer you a position in our company as “Graduate Engineer Trainee” based on your educational qualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer letter is valid up to **4-May-2023**. Your salary will be Rs 1,92,000/-. CTC Per Annum. Work Location Will be in Hyderabad, Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SR HR Generalist
SLN BUILDCON INDIA Private Limited



Authorized Signatory



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Provisional offer of Appointment

SBERTND2106

10-03-2023

Mr./Ms PARIGA BAIRAGI

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

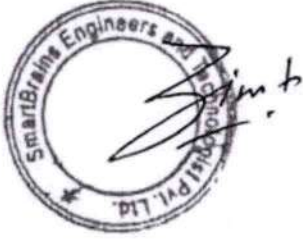
A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



**Binit Kumar
Manager**

I agree to accept the offer on the above-mentioned terms and conditions.

PARIGA BAIRAGI

Dated: 10-03-2023

Acceptance

PRINCIPAL

**Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)**



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND1446

10-03-2023

Mr./Ms DOLA PRASANTHI KUMARI

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

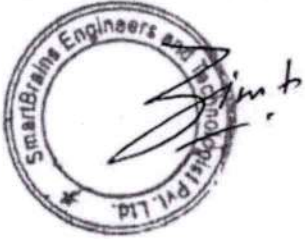
A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

DOLA PRASANTHI KUMARI

Dated: 10-03-2023

Acceptance

PRINCIPAL

**Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)**



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND1611

10-03-2023

Mr./Ms POLIPALLI YASHASWANI

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
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- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

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SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
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- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



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Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

POLIPALLI YASHASWANI

Dated: 10-03-2023

Acceptance

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND786

10-03-2023

Mr./Ms BODDEPALLI CHANDRASEKHAR

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable..

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

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- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
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SmartBrains Engineers & Technologist Pvt. Ltd.

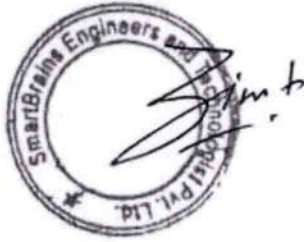
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In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

BODDEPALLI CHANDRASEKHAR

Dated: 10-03-2023

Acceptance

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

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Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND1281

10-03-2023

Mr./Ms BEVARA NAGAMANI

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

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3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



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- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

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- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
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- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
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- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

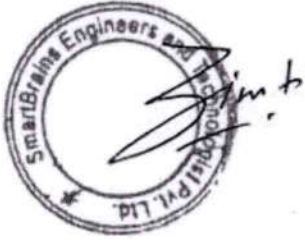
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Tel.: 0120-4104995, E-mail: info@smartbrains.in
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We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

BEVARA NAGAMANI

Dated: 10-03-2023

Acceptance

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND3921

10-03-2023

Mr./Ms YANDA SAROJINI

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

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- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

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Tel.: 0120-4104995, E-mail: info@smartbrains.in
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- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

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- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

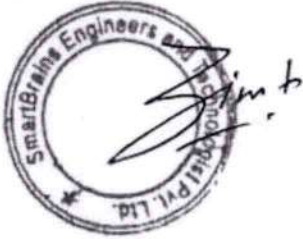
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Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

YANDA SAROJINI

Acceptance

Dated: 10-03-2023


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
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Provisional offer of Appointment

SBERTND3756

10-03-2023

Mr./Ms KONNI LIKHITHA

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

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- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

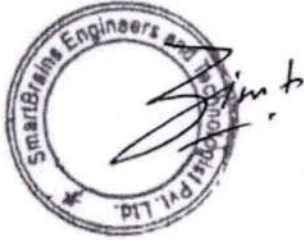
A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

KONNI LIKHITHA

Acceptance

Dated: 10-03-2023


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Provisional offer of Appointment

SBERTND3426

10-03-2023

Mr./Ms KALAGA MOUNIKA

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

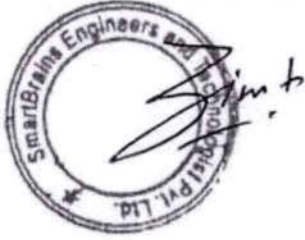
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We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

KALAGA MOUNIKA

Dated: 10-03-2023

Acceptance


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Provisional offer of Appointment

SBERTND3591

10-03-2023

Mr./Ms KONDA SAI Sampath Kumar

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

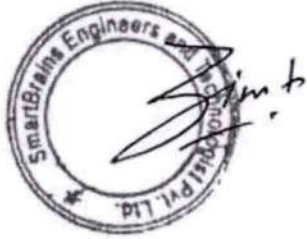
A-25, Sector - 59, Noida - 201301
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We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

KONDA SAI SAMPATH KUMAR

Dated: 10-03-2023

Acceptance


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

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Professional tax Deduction is not Applicable in Uttar Pradesh



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Provisional offer of Appointment

SBERTND951

10-03-2023

Mr./Ms PRINCE KUMAR

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

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3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

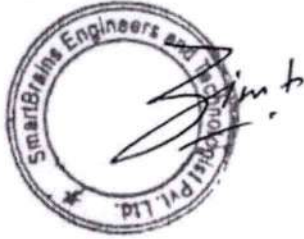
A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

PRINCE KUMAR

Dated: 10-03-2023

Acceptance

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
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Professional Tax	200	2401
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Professional tax Deduction is not Applicable in Uttar Pradesh



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Provisional offer of Appointment

SBERTND4746

10-03-2023

Mr./Ms MENDA CHANDINI

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
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3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
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SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
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1. REMUNERATION

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3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
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- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

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CIN - U80301DL2009PTC196925

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2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

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- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

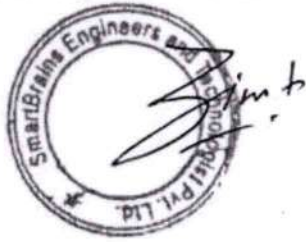
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Tel.: 0120-4104995, E-mail: info@smartbrains.in
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We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

MENDA CHANDINI

Dated: 10-03-2023

Acceptance

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
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Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND4581

10-03-2023

Mr./Ms ROSHAN KUMAR

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
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- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



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Tel.: 0120-4104995, E-mail: info@smartbrains.in
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1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

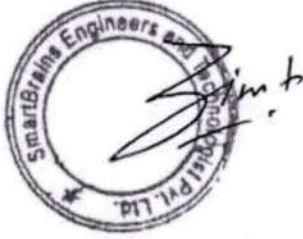
A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



**Binit Kumar
Manager**

I agree to accept the offer on the above-mentioned terms and conditions.

ROSHAN KUMAR

Acceptance

Dated: 10-03-2023

PRINCIPAL

**Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)**



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND1116

10-03-2023

Mr./Ms SAVARA MANOJKUMAR

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

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- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

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- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
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1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

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We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

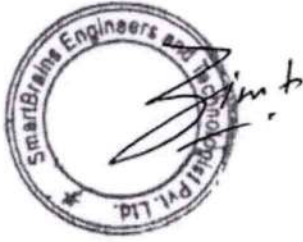
A-25, Sector - 59, Noida-- 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



**Binit Kumar
Manager**

I agree to accept the offer on the above-mentioned terms and conditions.

SAVARA MANOJKUMAR

Dated: 10-03-2023

Acceptance


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
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Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



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CIN - U80301DL2009PTC196925

Provisional offer of Appointment

SBERTND4416

10-03-2023

Mr./Ms KOLLI SRUTHI

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
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2. CODE OF CONDUCT

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SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

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- The Job shift can be rotational.

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- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

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This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

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SmartBrains Engineers & Technologist Pvt. Ltd.

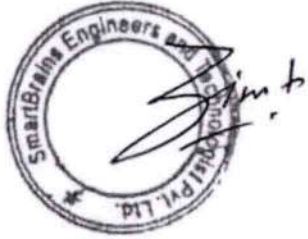
A-25, Sector - 59, Noida - 201301
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In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

KOLLI SRUTHI

Acceptance

Dated: 10-03-2023

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
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Medical Reimbursement	0	0
Transport Allowance	0	0
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Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND2271

10-03-2023

Mr./Ms NAIKO NAVEEN

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
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SmartBrains Engineers & Technologist Pvt. Ltd.

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Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

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3. NOTICE PERIOD / Full and Final Settlement

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- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



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- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
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SmartBrains Engineers & Technologist Pvt. Ltd.

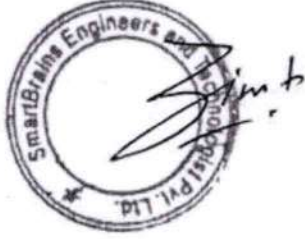
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In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

NAIKO NAVEEN

Dated: 10-03-2023

Acceptance

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
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Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
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Cost To Company	18500	222000

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Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND3261

10-03-2023

Mr./Ms KALAMATA GOWRI

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

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- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
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2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

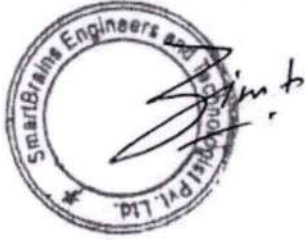
A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



**Binith Kumar
Manager**

I agree to accept the offer on the above-mentioned terms and conditions.

KALAMATA GOWRI

Dated: 10-03-2023

Acceptance

PRINCIPAL

**Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)**



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



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A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Provisional offer of Appointment

SBERTND2436

10-03-2023

Mr./Ms KANITHI BHARGAVI

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
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- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
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- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

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- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

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We request you to produce us with a true copy of the below for our records.

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- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

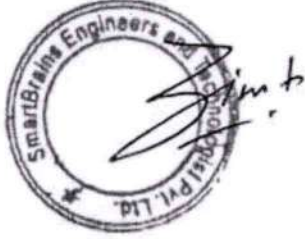
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Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

KANITHI BHARGAVI

Dated: 10-03-2023

Acceptance

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P.)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND3096

10-03-2023

Mr./Ms CHINTALA MOUNIKA

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

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Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
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- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
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2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
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- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

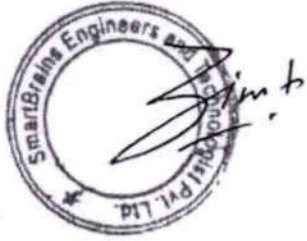
A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



**Binit Kumar
Manager**

I agree to accept the offer on the above-mentioned terms and conditions.

CHINTALA MOUNIKA

Dated: 10-03-2023

Acceptance

PRINCIPAL

**Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)**



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



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A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Provisional offer of Appointment

SBERTND456

10-03-2023

Mr./Ms SURISETTI ASHOK KUMAR

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
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2. CODE OF CONDUCT

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- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

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- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
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SmartBrains Engineers & Technologist Pvt. Ltd.

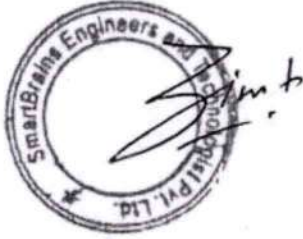
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Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

SURISSETTI ASHOK KUMAR

Acceptance

Dated: 10-03-2023

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

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Tel.: 0120-4104995, E-mail: info@smartbrains.in
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Tel.: 0120-4104995, E-mail: info@smartbrains.in
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Provisional offer of Appointment

SBERTND981

10-03-2023

Mr./Ms SYAMALA MOHINI

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

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SmartBrains Engineers & Technologist Pvt. Ltd.

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8. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

9. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card

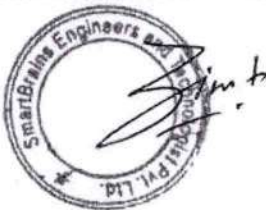
We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

I agree to accept the offer on the above-mentioned terms and conditions.

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

SYAMALA MOHINI

Dated: 10-03-2021

Acceptance



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Provisional offer of Appointment

SBERTND281

10-03-2023

Mr./Ms MUDDADA INDIRA

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

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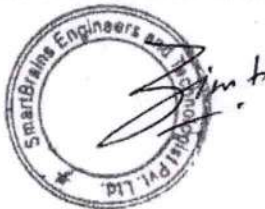
We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

I agree to accept the offer on the above-mentioned terms and conditions.

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

MUDDADA INDIRA

Acceptance

Dated: 10-03-2021



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
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Cost To Company	18500	222000

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Professional tax Deduction is not Applicable in Uttar Pradesh


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Provisional offer of Appointment

SBERTND281

10-03-2023

Mr./Ms SAVARA PRASANTH

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.

- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

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- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

I agree to accept the offer on the above-mentioned terms and conditions.

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

SAVARA PRASANTH

Acceptance

Dated: 10-03-2021



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
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Professional Tax	200	2401
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Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



Provisional offer of Appointment

SBERTND291

10-03-2023

Mr./Ms RELLA SANTHOSH KUMAR

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

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- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

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- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
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2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

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- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

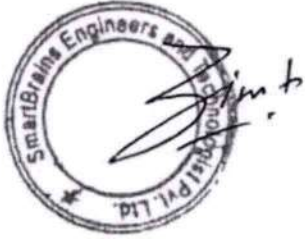
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We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

RELLA SANTHOSH KUMAR

Dated: 10-03-2023

Acceptance


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
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Take Home	15134	181609
Cost To Company	18500	222000

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Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND4251

10-03-2023

Mr./Ms KARANAM SIREESHA

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

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SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

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SmartBrains Engineers & Technologist Pvt. Ltd.

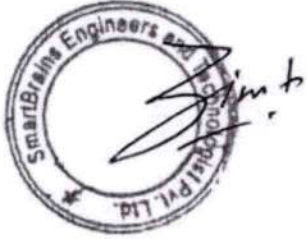
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We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

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Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



**Binit Kumar
Manager**

I agree to accept the offer on the above-mentioned terms and conditions.

KARANAM SIREESHA

Dated: 10-03-2023

Acceptance

PRINCIPAL

**Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)**



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND1941

10-03-2023

Mr./Ms RAHUL KUMAR

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

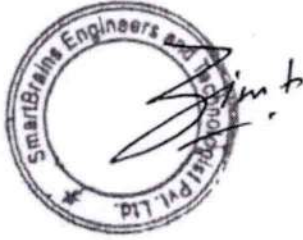
A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

RAHUL KUMAR

Acceptance

Dated: 10-03-2023

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
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Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND4086

10-03-2023

Mr./Ms LANDA SRAVANI

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

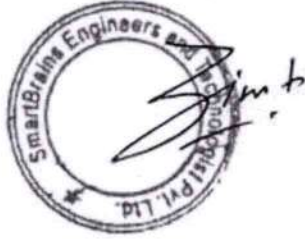
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



**Binit Kumar
Manager**

I agree to accept the offer on the above-mentioned terms and conditions.

LANDA SRAVANI

Dated: 10-03-2023

Acceptance

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND281

10-03-2023

Mr./Ms ADAPAKA PURNIMA

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

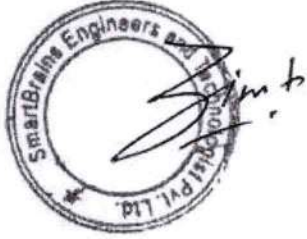
A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

ADAPAKA PURNIMA

Dated: 10-03-2023

Acceptance


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
EIGHTH CROSS, SHAHNARA-532410 (A.P.)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
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Professional Tax	200	2401
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Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P.)



Provisional offer of Appointment

SBERTND1776

10-03-2023

Mr./Ms DANETI SWATHI

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

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3. DUTIES

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Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

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- The Job shift can be rotational.

1. REMUNERATION

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2. Minimum Service Tenure

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3. NOTICE PERIOD / Full and Final Settlement

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4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

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- ✓ Salary certificate from the previous employer if any.
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SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



**Binit Kumar
Manager**

I agree to accept the offer on the above-mentioned terms and conditions.

DANETI SWATHI

Acceptance

Dated: 10-03-2023

PRINCIPAL

**Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P.)**



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
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Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND621

10-03-2023

Mr./Ms DUKKA UPENDRA

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
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- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

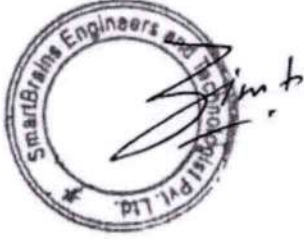
A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

DUKKA UPENDRA

Dated: 10-03-2023

Acceptance

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



DATE: 14/03/2023

Dear Mr: **VAMARAVALLI SIVAKUMAR**

Zenus group is pleased to extend an offer to you for the position of **CAD ENGINEER**. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your salary will be Rs 2.00 LAKHS per year and will be paid on a by Monthly basis. Additionally, we will provide full medical and dental coverage, a Rs 5,000 per month transit stipend, and three weeks of paid vacation. Your starting date will be May 28th, 2023, provided you pass a background check and drug test.

Your employment with ZENUS GROUP is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on May 13th, 2023

Please feel free to give me a call if you have any questions.

We look forward to welcoming you to our team!

A handwritten signature in black ink, appearing to read 'Thompson Rechel', with a long horizontal stroke extending to the right.

Sincerely,

Thompson Rechel

Vice President, Human Resources

Zenus Corporation

I hereby accept the CAD ENGINEER position.

20, Yadavpuri Rd, Chow Mandi, Ramnagar, Rke, Uttarakhand 247667

A handwritten signature in green ink, appearing to be a stylized 'S' or 'V' with a horizontal stroke.
PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

DATE: 14/03/2023

Dear Mr: **ATTILI JOGESHWARARAO**

Zenus group is pleased to extend an offer to you for the position of **CAD ENGINEER**. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your salary will be Rs 2.00 LAKHS per year and will be paid on a by Monthly basis. Additionally, we will provide full medical and dental coverage, a Rs 5,000 per month transit stipend, and three weeks of paid vacation. Your starting date will be May 28th, 2023, provided you pass a background check and drug test.

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Please feel free to give me a call if you have any questions.

We look forward to welcoming you to our team!



Sincerely,

Thompson Rechel

Vice President, Human Resources

Zenus Corporation

I hereby accept the CAD ENGINEER position.

DATE: 14/03/2023

Dear Mr: **BUGATHA VINAY KUMAR**

Zenus group is pleased to extend an offer to you for the position of **CAD ENGINEER**. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your salary will be Rs 2.00 LAKHS per year and will be paid on a by Monthly basis. Additionally, we will provide full medical and dental coverage, a Rs 5,000 per month transit stipend, and three weeks of paid vacation. Your starting date will be May 28th, 2023, provided you pass a background check and drug test.

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Please feel free to give me a call if you have any questions.

We look forward to welcoming you to our team!



Sincerely,

Thompson Rechel

Vice President, Human Resources

Zenus Corporation

I hereby accept the CAD ENGINEER position.

20, Yadavpuri Rd, Chow Mandi, Ramnagar, Rke, Uttarakhand 247667



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

DATE: 14/03/2023

Dear Mr: **DANDUPATI NAGARAJU**

Zenus group is pleased to extend an offer to you for the position of **CAD ENGINEER**. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.


As we discussed, your salary will be Rs 2.00 LAKHS per year and will be paid on a by Monthly basis. Additionally, we will provide full medical and dental coverage, a Rs 5,000 per month transit stipend, and three weeks of paid vacation. Your starting date will be May 28th, 2023, provided you pass a background check and drug test.

Your employment with ZENUS GROUP is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on May 13th, 2023

Please feel free to give me a call if you have any questions.

We look forward to welcoming you to our team!



Sincerely,

Thompson Rechel

Vice President, Human Resources

Zenus Corporation

I hereby accept the CAD ENGINEER position.

20, Yadavpuri Rd, Chow Mandi, Ramnagar, Rke, Uttarakhand 247667



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

DATE: 14/03/2023

Dear Mr: **PUTTA KOMALARAO**

Zenus group is pleased to extend an offer to you for the position of **CAD ENGINEER**. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your salary will be Rs 2.00 LAKHS per year and will be paid on a by Monthly basis. Additionally, we will provide full medical and dental coverage, a Rs 5,000 per month transit stipend, and three weeks of paid vacation. Your starting date will be May 28th, 2023, provided you pass a background check and drug test.

Your employment with ZENUS GROUP is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on May 13th, 2023

Please feel free to give me a call if you have any questions.

We look forward to welcoming you to our team!



Sincerely,

Thompson Rechel

Vice President, Human Resources

Zenus Corporation

I hereby accept the CAD ENGINEER position.

20, Yadavpuri Rd, Chow Mandi, Ramnagar, Rke, Uttarakhand 247667



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

DATE: 14/03/2023

Dear Mr: **ALLUPILLI SIMHACHALAM**

Zenus group is pleased to extend an offer to you for the position of **CAD ENGINEER**. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your salary will be Rs 2.00 LAKHS per year and will be paid on a by Monthly basis. Additionally, we will provide full medical and dental coverage, a Rs 5,000 per month transit stipend, and three weeks of paid vacation. Your starting date will be May 28th, 2023, provided you pass a background check and drug test.

Your employment with ZENUS GROUP is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on May 13th, 2023

Please feel free to give me a call if you have any questions.

We look forward to welcoming you to our team!



Sincerely,

Thompson Rechel

Vice President, Human Resources

Zenus Corporation

I hereby accept the CAD ENGINEER position.

20, Yadavpuri Rd, Chōw Mandi, Ramnagar, Rke, Uttarakhand 247667



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



DATE: 14/03/2023

Dear Mr: **DUMPALA LAKSHMI NARASIMHA NAIDU**

Zenus group is pleased to extend an offer to you for the position of **CAD ENGINEER**. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your salary will be Rs 2.00 LAKHS per year and will be paid on a by Monthly basis. Additionally, we will provide full medical and dental coverage, a Rs 5,000 per month transit stipend, and three weeks of paid vacation. Your starting date will be May 28th, 2023, provided you pass a background check and drug test.

Your employment with ZENUS GROUP is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on May 13th, 2023

Please feel free to give me a call if you have any questions.

We look forward to welcoming you to our team!

A handwritten signature in black ink, appearing to read 'Thompson Rechel', with a long horizontal line extending to the right.

Sincerely,

Thompson Rechel

Vice President, Human Resources

Zenus Corporation

I hereby accept the CAD ENGINEER position.

20, Yadavpuri Rd, Chow Mandi, Ramnagar, Rke, Uttarakhand 247667

A handwritten signature in green ink, appearing to read 'Sri Venkateswara', positioned above a purple stamp.

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

DATE: 14/03/2023

Dear Mr: **GUNA DHANUNJAYA**

Zenus group is pleased to extend an offer to you for the position of **CAD ENGINEER**. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your salary will be Rs 2.00 LAKHS per year and will be paid on a by Monthly basis. Additionally, we will provide full medical and dental coverage, a Rs 5,000 per month transit stipend, and three weeks of paid vacation. Your starting date will be May 28th, 2023, provided you pass a background check and drug test.

Your employment with ZENUS GROUP is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on May 13th, 2023

Please feel free to give me a call if you have any questions.

We look forward to welcoming you to our team!



Sincerely,

Thompson Rechel

Vice President, Human Resources

Zenus Corporation

I hereby accept the CAD ENGINEER position.

Doc #: EMP/COL/AM/17032023/12257

March 17,2023

Dear Mr. Abhishekkumar Mahto ,

CONDITIONAL OFFER LETTER

As per the interview held at **Maintec Technologies Pvt Ltd**, on **March 17,2023**, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

- Your designation will be **Technical Support Engineer-L1 (Network Analyst/DC-Ops)**
- Your initial place of work will be at **Bangalore / Chennai / Noida**.
- On Successful completion of training, subsequent assessments and deployment, you will be an employee of Maintec Technologies Pvt. Ltd. and deployed at our Client location.
- You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs.2,22,000/- (Rupees Two Lakh Twenty Two Thousand Only)** per annum.exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.
- Maintec won't charging anything for training.
- Once you Left the company you need to submit the asset clearance Acknowledgement then only will release exp letter or reliving letter.

A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely
For Maintec Technologies Pvt. Ltd,

Ramya M
Associate HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **June 13,2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature: Abhishek kumar

Date: 26-04-2023

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

Note #2: Maintec does not charge any fee at any stage of recruitment of employees for its rolls or for deputation at clients' locations and it has not authorized any agency/partner to collect any fee for recruitment.

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Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



March 17,2023

To,

HR Manager

Maintec Technologies Pvt. Ltd.

3M-215, East of NGEF,

Outer Ring Road,

Kasturi Nagar, Bangalore – 560043

Dear HR Manager,

Sub: Letter of Undertaking

I _____ currently residing at _____ is agreeing to join HCL Technologies on payrolls of **Maintec Technologies Pvt. Ltd.** effective _____ at _____ location. My CTC for this role is _____ per Annum.

I have been trained by Maintec Technologies in Voice & Communication and have been given Technical for at least four-six weeks. I have clearly understood the Job Description. I am quite capable & qualified to do the required job, as outlined in the JD

I shall be committing to work in the same role & organization for a minimum period of six months after joining the organization. I also undertake that I am taking this assignment with utmost sincerity and will exceed Maintec Technologies & its client's expectations.

In the event I am unable to join or continue the assignment for whatsoever reason, Maintec has the right to take appropriate action against me, and I agree to pay a penalty amount as imposed by the Maintec client due to loss of business and revenue.

Considering the above commitment, I request you to release the offer letter **after selection in HCL Technologies.**

Sincerely,

Signature

Date

Name: _____

Address: _____

Parent's Signature

Maintec Confidential



Doc #: EMP/COL/SD/17032023/12281

March 17,2023

Dear YALLA PRASAD,

CONDITIONAL OFFER LETTER

As per the interview held at **Maintec Technologies Pvt Ltd**, on **March 17,2023**, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

- Your designation will be **Technical Support Engineer-L1 (Network Analyst/DC-Ops)**
- Your initial place of work will be at **Bangalore / Chennai / Noida.**
- On Successful completion of training, subsequent assessments and deployment, you will be an employee of Maintec Technologies Pvt. Ltd. and deployed at our Client location.
- You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs.2,22,000/- (Rupees Two Lakh Twenty Two Thousand Only)** per annum exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.
- Maintec won't charge anything for training.
- Once you Left the company you need to submit the asset clearance Acknowledgement then only will release exp letter or reliving letter.

A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely,
For Maintec Technologies Pvt. Ltd,



Ramya M.
Associate HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **June 13, 2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature: _____

Date: _____

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

Note #2: Maintec does not charge any fee at any stage of recruitment of employees for its rolls or for deputation at clients' locations and it has not authorized any agency/partner to collect any fee for recruitment.

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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

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Doc #: EMP/COL/SD/17032023/12287

March 17,2023

Dear VAVILAPALLI GAYATHRI,

CONDITIONAL OFFER LETTER

As per the interview held at **Maintec Technologies Pvt Ltd**, on **March 17,2023**, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

- Your designation will be **Technical Support Engineer-L1 (Network Analyst/DC-Ops)**
- Your initial place of work will be at **Bangalore / Chennai / Noida.**
- On Successful completion of training, subsequent assessments and deployment, you will be an employee of MaintecTechnologies Pvt. Ltd. and deployed at our Client location.
- You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs.2,22,000/- (Rupees Two Lakh Twenty Two Thousand Only)** per annum exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.
- Maintec won't charge anything for training.
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A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely,
For Maintec Technologies Pvt. Ltd,



Ramya M
Associate HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **June 13, 2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature: _____

Date: _____

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

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ETCHERLA, Srikakulam-532410 (A.P)

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Doc #: EMP/COL/SD/17032023/12275

March 17,2023

Dear RAGHUPATRUNI NAVEEN KUMAR,

CONDITIONAL OFFER LETTER

As per the interview held at **Maintec Technologies Pvt Ltd**, on **March 17,2023**, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

- Your designation will be **Technical Support Engineer-L1 (Network Analyst/DC-Ops)**
- Your initial place of work will be at **Bangalore / Chennai / Noida**.
- On Successful completion of training, subsequent assessments and deployment, you will be an employee of Maintec Technologies Pvt. Ltd. and deployed at our Client location.
- You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs.2,22,000/- (Rupees Two Lakh Twenty Two Thousand Only)** per annum exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.
- Maintec won't charge anything for training.
- Once you Left the company you need to submit the asset clearance Acknowledgement then only will release exp letter or reliving letter.

A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely,
For Maintec Technologies Pvt. Ltd,



Ramya M
Associate HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **June 13, 2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature: _____ Date: _____

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

Note #2: Maintec does not charge any fee at any stage of recruitment of employees for its rolls or for deputation at clients' locations and it has not authorized any agency/partner to collect any fee for recruitment.

Maintec Confidential


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

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Doc #: EMP/COL/SD/17032023/12278

March 17,2023

Dear GURUGUBELLI BALA KRISHNA RAO,

CONDITIONAL OFFER LETTER


As per the interview held at **Maintec Technologies Pvt Ltd**, on **March 17,2023**, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

- Your designation will be **Technical Support Engineer-LI (Network Analyst/DC-Ops)**
- Your initial place of work will be at **Bangalore / Chennai / Noida**.
- On Successful completion of training, subsequent assessments and deployment, you will be an employee of Maintec Technologies Pvt. Ltd. and deployed at our Client location.
- You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs.2,22,000/- (Rupees Two Lakh Twenty Two Thousand Only)** per annum exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.
- Maintec won't charge anything for training.
- Once you Left the company you need to submit the asset clearance Acknowledgement then only will release exp letter or reliving letter.

A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely
For Maintec Technologies Pvt. Ltd,


Ramya M
Associate HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **June 13, 2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature: _____ Date: _____

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

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Maintec Confidential


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Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

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Doc #: EMP/COL/SD/17032023/12269

March 17,2023

Dear GODDU DIVYA,

CONDITIONAL OFFER LETTER

As per the interview held at **Maintec Technologies Pvt Ltd**, on **March 17,2023**, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

- Your designation will be **Technical Support Engineer-L1 (Network Analyst/DC-Ops)**
- Your initial place of work will be at **Bangalore / Chennai / Noida**.
- On Successful completion of training, subsequent assessments and deployment, you will be an employee of MaintecTechnologies Pvt. Ltd. and deployed at our Client location.
- You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs.2,22,000/- (Rupees Two Lakh Twenty Two Thousand Only)** per annum exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.
- Maintec won't charge anything for training.
- Once you Left the company you need to submit the asset clearance Acknowledgement then only will release exp letter or reliving letter.

A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely
For Maintec Technologies Pvt. Ltd,

Ramya M
Associate HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **June 13, 2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature: _____ Date: _____

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

Note #2: Maintec does not charge any fee at any stage of recruitment of employees for its rolls or for deputation at clients' locations and it has not authorized any agency/partner to collect any fee for recruitment.

Maintec Confidential

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

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Doc #: EMP/COL/SD/17032023/12266

March 17,2023

Dear **UTTARAVALLI PRAVEEN KUMAR,**

CONDITIONAL OFFER LETTER

As per the interview held at **Maintec Technologies Pvt Ltd**, on **March 17,2023**, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

- Your designation will be **Technical Support Engineer-L1 (Network Analyst/DC-Ops)**
- Your initial place of work will be at **Bangalore / Chennai / Noida.**
- On Successful completion of training, subsequent assessments and deployment, you will be an employee of Maintec Technologies Pvt. Ltd. and deployed at our Client location.
- You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs.2,22,000/- (Rupees Two Lakh Twenty Two Thousand Only)** per annum exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.
- Maintec won't charge anything for training.
- Once you Left the company you need to submit the asset clearance Acknowledgement then only will release exp letter or reliving letter.

A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely
For Maintec Technologies Pvt. Ltd,

Ramya M.
Associate HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **June 13, 2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature: _____

Date: _____

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

Note #2: Maintec does not charge any fee at any stage of recruitment of employees for its rolls or for deputation at clients' locations and it has not authorized any agency/partner to collect any fee for recruitment.

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Doc #: EMP/COL/PB/17032023/12252

March 17,2023

Dear Ms.Priyanka Bonam ,

CONDITIONAL OFFER LETTER

As per the interview held at **Maintec Technologies Pvt Ltd**, on **March 17,2023**, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

- Your designation will be **Technical Support Engineer-L1 (Network Analyst/DC-Ops)**
- Your initial place of work will be at **Bangalore / Chennai / Noida.**
- On Successful completion of training, subsequent assessments and deployment, you will be an employee of Maintec Technologies Pvt. Ltd. and deployed at our Client location.
- You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs.2,22,000/- (Rupees Two Lakh Twenty Two Thousand Only)** per annum.exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.
- Maintec won't charging anything for training.
- Once you Left the company you need to submit the asset clearance Acknowledgement then only will release exp letter or reliving letter.

A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely
For Maintec Technologies Pvt. Ltd,

Ramya M
Associate HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **June 13,2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature: _____ Date: _____

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

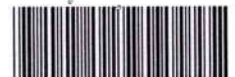
Note #2: Maintec does not charge any fee at any stage of recruitment of employees for its rolls or for deputation at clients' locations and it has not authorized any agency/partner to collect any fee for recruitment.

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ETCHERLA, Srinakulam-532410 (A.P.)

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(This document is digitally signed, hence counter signature / stamp is not required.)



Doc #: EMP/COL/MM/17032023/12254

March 17,2023

Dear Mr.Mohanarao Muddapu ,

CONDITIONAL OFFER LETTER

As per the interview held at **Maintec Technologies Pvt Ltd**, on **March 17,2023**, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

- Your designation will be **Technical Support Engineer-L1 (Network Analyst/DC-Ops)**
- Your initial place of work will be at **Bangalore / Chennai / Noida.**
- On Successful completion of training, subsequent assessments and deployment, you will be an employee of Maintec Technologies Pvt. Ltd. and deployed at our Client location.
- You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs.2,22,000/- (Rupees Two Lakh Twenty Two Thousand Only)** per annum.exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.
- Maintec won't charging anything for training.
- Once you Left the company you need to submit the asset clearance Acknowledgement then only will release exp letter or reliving letter.

A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely
For Maintec Technologies Pvt. Ltd,

Ramya M
Associate HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **June 13,2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature: _____ Date: _____

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

Note #2: Maintec does not charge any fee at any stage of recruitment of employees for its rolls or for deputation at clients' locations and it has not authorized any agency/partner to collect any fee for recruitment.

PRINCIPAL Maintec Confidential

Sri Venkateswara College of Engineering & Technology

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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: 1690303

Letter of Intent ("LOI")

Dear GANDEM BHARGAVI,

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 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.

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

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, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1690303**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1690303**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1690303**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

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

ANNEXURE 1

GANDEM BHARGAVI

Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

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

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



CORPORATE COMPLIANCE SERVICES

Appointment Letter

Dt. 25-09-2023.

To,

Mr. KADAMBALA SURENDRAKUMAR
S/O Damodhararao
3-28, Sondi Street, Main Street,
Gonti, Srikakulam, AP-532404.

Subject: Appointment for the Post of "Officer"

Dear KADAMBALA SURENDRAKUMAR,

On the basis of your interview, we are pleased to appoint you in our client **Hetero Drugs Limited, Unit - I Bonthapally**. On the following Terms and Conditions with effect from **25-09-2023**

- 1. Job Title/Designation/Post:** You have been appointed on the post of " **Officer**" in " **HR**" Dept and shall be designated as such.
- 2. Posting/**you are posted, relocated or required to work at any place of business which the Client has, or may) later acquire.
- 3. Commencement of Employment/Joining:** Your employment will be effective from the date of joining as of **25-09-2023**.
- 4. Joining/Reporting:** You will report on **25-09-2023** at 9.00 a.m. at the aforesaid Office. Your immediate reporting officer will be **your dept. MANAGER**
- 5. Salary/Monthly Compensation and Benefits:** You will be entitled to such salary, compensation and benefits **Rs.2,49,768/-PA** with including of all allowances.
- 6. Working Hours:** The client runs on four shifts and you are expected to report only decided by Client.

Four Shifts as below mentioned:

General Shift	08:30 AM to 05:30 PM
A Shift	06:00 AM to 02:00 PM
B Shift	02:00 PM to 10:00 PM
C Shift	10:00 PM to 06:00 AM

- 7. Leave/Holidays:** You will be entitled to Leaves as per Client Rules & Regulations from time to time as may be applicable to your category of employees.

8. Medical Examination: Your appointment is subject to medical examination by reputed and recognized Lab before joining the client. Relevant Medical Reports should be emailed before joining and submitted on the day of joining.

The client also reserves the rights to get you medically examined periodically. Your employment will be liable for termination if the client finds it necessary to do so, on the ground of your being medically unfit at any time.

9. Past Record: Declaration or Undertaking: You will be required to give or execute such Declarations, Undertakings, Affidavits, Bonds or Documents, etc., as the Client & HR Department of the Client may require of you before joining the client and as may be required from time to time thereafter. If any Declaration or Undertaking given or furnished by you to the client proves to be false or if you are found to have willfully suppressed any material information, in such case, you will be liable to disciplinary action and/or removal from service without any notice.

10. Compliance of Office of Profit under the Companies Act, 2013: Your appointment is subject to your not being a 'Related Party' or relative of a Director of the client within the meaning of Section 188 of the Companies Act, 2013 (18 of 2013) [earlier Section 314 of the Companies Act, 1956 (1 of 1956)]. In case, in future, you happen to be related to any of the Members of the Board of Directors of the client, you shall intimate the same to the Client in writing and continuance of your employment in the Client thereafter shall be on the compliance of the relevant provisions of the Companies Act, 2013 & Rules framed there under.

11. Training: You will attend all the Training Programmes organized by the Client from time to time to update your knowledge, learning and skills. If you are sent or sponsored for Training or Education abroad, you will have to sign a Bond for the period and amount which will be decided by the client depending on the period of training, education, travel and other expenses incurred.

12. Travel: You will be required to undertake travel on client work and you will be paid travel expenses for this as per the Client Rules.

13. Transfer/Relocation: You will be liable to be transferred or re-located in such capacity as the client may from time to time determine, to any other Location, Department, Establishment, Factory, Office or Branch of the Client or its affiliate, associate or subsidiary companies subject to the provision that your Designation & Remuneration will not be adversely affected. In such a case, you will be governed by the Terms and Conditions of service applicable to the new assignment.

14. Role and Responsibilities: You will perform such role as assigned to you by the Senior Manager/Director as well as the Client from time to time.

15. Client's Policies, Rules & Regulations: Your appointment is and shall be governed by the Client's Policies, Rules, Regulations, and Model Codes of Conduct, etc., as applicable and amended from time to time.

The Client shall be entitled to make policies, model code of conduct, etc., from time to time pertaining to the matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Client shall be binding on you and shall override this Agreement to that extent.

It will be your responsibility to go through all the Policies, Processes, Relevant Documents, Rules and Regulations, etc., of the Client concerning your employment, department, the scope of work, etc., and keep updating yourself regularly with the same on a continuing basis for due and requisite observance and performance of your work in the interest and for the benefit of the client.

16. Change in Address: That in case of any changes in an address during the course of your employment, it will be your duty to intimate to the Client in writing as well as by email within three days from the date of such changes. Your new address will be changed in your personal records also.

17. Period of Leave & Absence without notice: If after confirmation you remain absent in excess of the period of leave originally sanctioned or granted or subsequently extended, you will lose your lien on your payment. Further, in case you remain absent without prior permission or sanction of leave for 8 days in a month then you shall be treated as a habitual absentee.

18. Confidential Information: (1) You will not disclose or divulge or make public to any unauthorized person except under legal obligation, nor use for any purpose other than the client's work during your employment with us, any information concerning the client's (or its associates') interests, operations, plans, processes, know-how, secrets, etc., that you may come to know as an employee of the client, failing which the client can initiate necessary disciplinary action against you as may be deemed fit as per the Rules of the client.

(2) You must always maintain the highest degree of confidentiality and keep as confidential information in Computer, Laptop, Software, Hardware, Files, Deeds, Documents, Papers, Contracts, Records, Lists, Drawings, Blueprints, Correspondence, Letters, Notes, Data Specifications, Formulae, Books, Documents, Cost data, Market data, Literature, Drawings, Effects, Samples, etc., and other Confidential Information relating to the business of the Client which may be known to you or be confided in you by any means and you will use all such Computer, Laptop, Hardware, Software, Records, Documents and Confidential Information, etc., only in a duly authorized manner in the interest of and for the benefit of the Client. For the purposes of this clause 'Confidential Information' means information about the Client's business and that of its customers or Clients which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the client, its Policies, Business Affairs, Employment policies, Customer Records, Lists, Documents, Personnel or Work force and information about the Client's Products, Processes, Services, etc., including Business, Orders, Projections, Technology. Manuals, Drawings, Designs, Specifications, Innovations, Ideas, Concepts, Processes and all Papers, Resumes, Records and other Documents containing

such Confidential Information.

(3) At no time, will you remove any Confidential Information or Business Secrets from the office without permission from the Client.

(4) Your duty to safeguard and not disclose the Confidential Information will survive the Termination or expiration of this Agreement and/or your employment with the Client or acceptance of your resignation by the Client.

(5) Breach of the conditions of this clause will render you liable to disciplinary proceedings or summary dismissal under clause above in addition to any other remedy that the Client may have against you in law,

19. TERM AND TERMINATION: This Agreement shall be valid for an initial period of two years unless terminated at any time prior thereto for the reasons stated herein.

As our client is investing a considerable amount of money as resources to have the best of technical and professional services to perform the projects undertaken and the employee would be provided first hand work experience into the same by training and giving the employee, the project experience and other administrative expenses, the employee is required to sign the present Service Contract to serve Client for a minimum period of 34 months, at the sole discretion of the Client. If the employee declines to serve full term, he/she is liable to pay the value of Rs.1, 00,000/- (One Lakh Rupees Only) towards the cost of on job training and experience provided to the employee along with three months' notice or salary in lieu of notice, and the employee categorically agreed to the said calculations, reasonability and justifiability of the same.

However, during the Term of this agreement, the Client or the Employee may terminate the Employee's employment for the following reasons:

(a) Termination by Client for a cause:

- i) Commission of fraud, theft, misappropriation, embezzlement, misrepresentation etc.,
- ii) Material violation of any provisions of the agreement
- iii) Insubordination or grossly incompetent in the course of his/her employment.
- iv) Termination due to disability – suffering from any physical/mental disability which makes it difficult for the Employee to discharge his duties.
- v) Further the Employee's employment with the Client shall be deemed to be terminated immediately upon the employee's death.

(b) Termination by Employee for cause:

Non-payment of salary by the Client consecutively for a period of more than three months, in such an event the Client shall not be entitled for the remedial compensation as specified in Exhibit A under this Agreement.

20. Governing Law/Jurisdiction: Your employment with the Client is subject to Indian laws. All disputes shall be subject to Arbitration and jurisdiction of Authorities, Tribunals, Courts [High Court] of [State] only.

Note: You will receive Salary, Allowances and all other Benefits forming pan of

your remuneration package (CTC) subject to and after-Tax Deduction at Source (TDS) in accordance with the applicable law from time to time.

21. Acceptance of our Offer/Appointment: Please confirm that above Terms and Conditions are acceptable to you by signing a copy of this Letter of Appointment or Offer Letter. Please confirm your acceptance of this Offer/Contract of Employment by signing and returning the duplicate copy.

We welcome you to **M/s Hetero Drugs Limited** and look forward to receiving your acceptance and working with you and wish you all the best in your career with us.

Thanking you,
Yours Sincerely,

For and on behalf of **M/s corporate compliance services**



Authorized Signatory

I agree to accept employment on the Terms and Conditions mentioned in the above Appointment/Offer Letter.

Signature:

Emp. Name:

Place:

Date:



PRINCIPAL

**Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)**

Regd. Office: Flat No 304, Deepa Mansion, Street No.-
IBhawani Nagar, Hyderabad, Telangana-500076.
Ph: +91-7674072408, 8886693320, 9550749494
nagireddy.ramini
@ccsnr.com nagireddy.ramini
@gmail.com web-
www.ccsnr.com

Branch Office: House No-28-7-190, 3rd Mile, Maipadu Road,
Near Sadavaripalem, Nellore, Andhra Pradesh, 524002.
Ph: +91-8886600852, 9652970927
sivakota.modem@ccsnr.com
web-www.ccsnr.com



V3 ELECTRICALS

GSTIN: 36AANFV0867B1Z2

DATE: 01-09-2023

Dear Mr. Hanumanthu Nithin,

This has reference to the interview and discussions had with you. We take pleasure in offering you a position "**Site Engineer**" in our Company. Your date of Joining will be 12th Sep 2023.

You are requested to sign and return the duplicate copy of this Offer Letter within 5 days of receiving the same as confirmation of acceptance of the same, failing which this offer stands cancelled, unless a written extension is given.

Your probation period will be for Two months. Your compensation proposed is Rs. 15000/- p.m. (CTC) and is paid on monthly basis.

Note: You will be on probation upto 2 months from the date of joining. During Probation, no notice is required for termination of employment on both sides.

On the date of joining, you are required to produce Original certificates for verification mentioned below and a copy of the same shall be submitted for our record:

1. Certificates of all educational qualifications mentioned in the resume
2. Proof of address
3. Passport size photographs – 4 No's

Your joining us at the earliest is highly appreciated.

For V3 Electricals.



Ch.Sahitya Varma.



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

EVEREST

ANNEXURE 'A': COMPENSATION DETAILS (Salary & applicable benefits)

Name : Mr. Akula Naveen
 Designation : IT Executive
 Date of Joining : 1st May 2023
 Location : MUMBAI

17. REMUNERATION

SR.	PARTICULARS	MONTHLY	YEARLY
EARNINGS			
1.	Basic	18,000.00	2,16,000.00
2.	H.R.A.	7,500.00	90,000.00
3.	Conveyance Allowance	6,500.00	78,000.00
Gross Amount		32,000.00	3,84,000.00
4.	EPF	1,800.00	21,600.00
5.	LTA Reimbursement	---	10,000.00
6.	Mediclaime Reimbursement	---	12,000.00
7.	Term Insurance Reimbursement	---	6,000.00
8.	Bonus	---	16,800.00
Total CTC			4,50,400.00

18. RETIRALS

- You will participate in the Company Provident Fund Scheme, Employees State Insurance Scheme and other Acts as applicable to your category of employees.
- You will be entitled to Bonus & Gratuity in accordance with the rules governing such payment.

Note:

- It is expected that individual compensation package would not be shared with other employees.
- The above compensation structure is subject to change without affecting emoluments adversely.
- All Applicable tax would be borne by the employee.

S. S. Naveen



Page 5 of 5

4



Date: 14-11-2023

INTERIM OFFER LETTER

Our discussion on Senior Sales Officer role

Dear BARATAM SOMESH,

This is further to our discussions on your candidature for Senior Sales Officer role. I am happy to share that you are amongst the final set of candidates that we are evaluating for this role. It is therefore important for us at this stage to understand if we can meet your compensation expectations before, we move further.

I am annexing herewith a spreadsheet that would give you some idea of the approximate compensation that we spoke about and its break-up amongst various components. This takes into consideration your experience and qualifications as well as our internal parity and represents, subject to internal approvals, the best possible compensation that we may be able to offer for this role should you be selected for the same.

Request you to please go over the document and indicate your agreement by return mail, based on which we will proceed with the next steps of the selection process.

Kindly note that the annexure is illustrative in nature and does not amount to an offer. We will be open to buy out your notice period which should not be more than your one month's notice period basis prior approval that should be taken before your formal joining in Berger.

Please feel free to reach out to the undersigned in case of any queries.

Encl. a) Annexure

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

BERGER PAINTS INDIA LIMITED

Berger House, 129, Park Street, Kolkata - 700 017, Phone : 2229 9724-28, 2229 6005-06, Fax : 91-33-2249 9009/9729, www.bergerpaints.com
CIN - L51434WB1923PLC004793, E-mail : consumerfeedback@bergerindia.com



Senior Sales Officer role

SALARY COMPUTATION		
Components	Per Annum	Per Month
FIXED SALARY AND ALLOWANCES		
Basic	253200	21100
HRA	25320	2110
Special Allowance	429168	35764
LTA	21100	1758
Total Monthly Rate A	728788	60732
RETIRALS		
PF	30384	2532
Gratuity	12179	1015
Total C	42563	3547
PERQUISITES		
Cellphone Monthly Reimbursable	6000	500
Total D	6000	500
Variable Pay		
Sales or Performance Incentives	250000	20833
Market Working Allowance	90000	7500
Total E	340000	28333
Gross CTC	1117351	93113

BERGER PAINTS INDIA LIMITED

Berger House, 129, Park Street, Kolkata - 700 017, Phone : 2229 9724-28, 2229 6005-06, Fax : 91-33-2249 9009/9729, www.bergerpaints.com
 CIN - L51434WB1923PLC004793, E-mail : consumerfeedback@bergerindia.com

SEAFARERS EMPLOYMENT CONTRACT(SEA)

(This SEA is entered between the SEAFARER and the SHIPOWNER Representative/Agent of the vessel, in accordance with MLC as amended)

1. The SEAFARER

Surname: VARADI		Given name/s: GIREESH		Position/Rank : TR.ETO	
Full Home Address: 4-7,KOMARAVANIPETA,KORLAM GARA MANDALAM,SRIKAKULAM PIN : 532405ANDHRA PRADESH INDIA					
Nationality: INDIAN	Date of Birth: 19/01/2001	Place of Birth: KOMARAVANIPETA,ANDHRA PRADESH		Passport No. : W2910470	CDC No. : MUM 485971

2. The SHIPOWNER

Name of Vessel: MT RIDE	Type of vessel: OIL TANKER	Port of Registry: MONROVIA	Flag: LIBERIA	IMO No: 9418482
Shipowners Representative (As per MLC) & address : Maritas Fleet Pvt.Ltd, Office No 706, Sector 19, Kesar Solitaire, Plot No 5,Sanpada, Navi Mumbai, Maharashtra, India, PIN:400705 mail: info@maritasfleet.com Mobile: +918928938076, Landline: +912220874496				

3. TERMS OF SEAFARERS EMPLOYMENT AGREEMENT(SEA)

Place of Agreement: MUMBAI	Note - Basic Wages from departure date from port of engagement and full wages from date of embarkation on vessel	End of SEA: 10/04/2024	Expiry of SEA as per LMC: 10/05/2024
SEA effective from: Departure from Port of Engagement	Period Of Employment: 9 (+/-) 1 Month	Applicable CBA: BNSU CBA (as applicable)	
Basic Wages : 152	Fixed OT: 92	Leave Wages : 52	
Trade Allowance : NA	SMB+ SA : 54	Total : 350 USD	

4. HOURS OF WORK

Seafarer's hours of work will be arranged such as to ensure that he receives a minimum of 10 hours available for rest in each 24-hour period and a minimum of 77 hours rest in each seven-day period. This minimum period of rest may not be reduced below 10 hours except in an emergency.

Seafarer may be required, at the absolute discretion of the Master, to work additional hours during an emergency affecting the safety of the ship, its passengers, crew or cargo or the marine environment or to give assistance to other ships or persons in peril. Seafarers may also be required to work additional hours for safety drills such as musters, firefighting, and lifeboat drills. In such circumstances you will be provided subsequently with (a) compensatory rest period(s).

Overtime for all the crew has been incorporated within the salary to avoid conflict onboard.

5.COMPLAINTS AND DISCIPLINARY PROCEDURES

Complaints - Company has a defined crew complaints procedure which complies with applicable flag and national requirements. Refer to Vessel Operational Manual Annex 6 (Crew complaint procedure).

Discipline - Company has defined procedure for disciplinary actions as per Vessel Operational Manual Section 3 (Chapter 06)

6.CONFIRMATION OF THE AGREEMENT BY THE SEAFARER

I hereby confirm that I have read & fully understood the items 1) to 5) as mentioned in above section, including the repatriation, termination, health & social security benefits, injury/sickness benefits & death/disability compensation as per relevant CBA, at the time of my appointment and further that I agree and comply with terms and conditions mentioned therein.

I confirm I am fit for seagoing duty for the rank and there has been no change in my health condition after my last Medical Examination.

I am aware of the Drug & Alcohol Policy as per Company Safety Management System.

I am receiving an original of this Agreement (SEA) and will refer to the relevant CBA documents onboard whenever required.

Remittance of wages will in personal accounts as provided prior joining to Company.

Signature of Shipowner:

Date: 05/07/2023

Xfinity Maritime Service Private limited (As Agents Only) and on behalf of Shipowners Representative of the vessel)

Original to Seafarer / Copy to Office / Copy to Ship

Signature of Seafarer:

V. Gireesh

XFINITY MARITIME SERVICES PRIVATE LIMITED

CIN: U63030MH2022PTC390792 | GSTIN: 27AAACX4289R1ZD

Office No. 1005, Juhu, Niharika Mirage, Sector 10, Kharghar, Plot No. 274, Navi Mumbai, Maharashtra, India, PIN - 410210.



WELCOME TO WIPRO

27 March, 2023

Dear **Anusha Pandey**,

Welcome to Wipro Limited and congratulations on your appointment as **Software Engineer**.

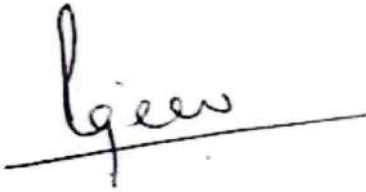
For us at Wipro, success is the outcome of choice and expectations, more than a matter of circumstances, and we are delighted that you have chosen us. Your terms of appointment are elucidated in detail in the Appointment Letter. Please go through and confirm your acceptance by selecting "Submit" on the offer form.

We have an introductory session on your day of joining, which will provide you with a brief overview of Wipro, its policies and practices. This would come in handy to help you settle in at work. Also, we have especially designed an interactive session to introduce you to something close to our heart and our way of life - the Spirit of Wipro.

In the next few weeks, you will meet your colleagues and managers. Feel free to let them know what you intend to accomplish with your new responsibilities.

We are confident that you will add value through your role and strengthen Wipro's values by living the Wipro way of life every day. Looking forward to a long-term relationship and wishing you all the success at Wipro.

Best regards,
For Wipro Limited.



Rajeev Menon
Vice President Talent Acquisition

(We would like to emphasize that the offer of appointment is subject to completion of your reference check.)

In case you need any clarifications regarding your job, salary, or any policy, please contact **Monika Chauhan** At monika.chauhan1@wipro.com.



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

APPOINTMENT LETTER

27 March, 2023

Dear **Anusha Pandey**,

It is our pleasure to appoint you as **Software Engineer** in Wipro Limited ("Company") at **IN-TG-Hyderabad**, in **Project Stream** or in any such capacity as the management shall from time to time determine. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. APPOINTMENT

1. The date of appointment is effective from the date of joining which is **27 March, 2023**, unless otherwise communicated in writing by the Company.
2. You will join as a confirmed employee.
3. The retirement age is 58 years.
4. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
5. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
6. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

2. COMPENSATION

You will be eligible for:

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

3. OTHER BENEFITS

You will also be eligible for:

1. Leave, holidays and working hours as applicable to your stream and location of posting.
2. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
3. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
4. Leave Travel Assistance (LTA) as per the Company's policy.
5. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band and stream.
6. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
7. Please refer to the detailed policies in the Company's intranet portal i.e. The DOT.

4. RESPONSIBILITIES

1. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
2. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
3. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of

the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

4. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. CONFLICT OF INTEREST

1. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
2. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
3. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - Any existing employee to become associated with, or perform services of any type for any third party.
4. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. CONFIDENTIALITY

1. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
2. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. ASSIGNMENT OF INTELLECTUAL PROPERTY

In connection with your employment and during the term of your employment upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours) that are related to the company's business or that results from work that you perform for the company or using the company's equipment, supplies and facilities, and shall comply with the policies of Wipro in relation to Intellectual Property.

8. NON-COMPETE

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to information of key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. GENERAL

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material

information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

1. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
2. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
3. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
4. During the period of employment you are required to comply with all Wipro policies. These policies are updated/modified on a periodic basis and new policies may be introduced and notified to employees from time to time.

10. DECLARATION OF NATIONALITY

You are required to declare your nationality to your recruiter immediately as non-Indian passport/OCI/POI holders are governed by different guidelines as per the Employees' Provident Fund Organization. The Provident fund computation differs for employees holding a non-Indian passport. In absence of any declaration, nationality will be deemed as Indian. Any discrepancy highlighted in nationality post joining and requiring change in provident fund computation will be considered for modification prospectively. Wipro will not be responsible for retrospective liability. Kindly update and validate your nationality in The DOT. post your onboarding.

11. WORK ALLOCATION

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments at any of the Wipro or Wipro's client locations based on project/assignment's requirement as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

12. NOTICE PERIOD & TERMINATION:

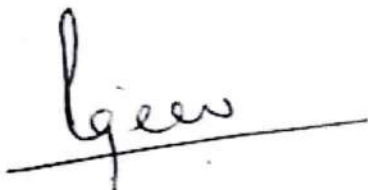
Your employment with the Company shall be terminable, without reasons, by either party giving three-months notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the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

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

13. GOVERNMENT EMPLOYMENT POLICY

If you were engaged and worked in capacity of a Government employee, you are required to comply by the cooling off period clause of 12 months from the date of retirement prior to accepting offer from a private Sector / Commercial offer and you shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any government Organization/ Entity/ Department or Individual, which are or shall be in conflict with the interests of Wipro during your employment with Wipro.

Best regards,
For Wipro Limited.



Rajeev Menon
Vice President Talent Acquisition

By selecting the "Submit" on the offer form, I hereby expressly confirm that I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on **27 March, 2023**.

Name: Anusha Pandey

Signature: E-Signature Signature

Date: E-Signature Date

Place: IN-TG-Hyderabad



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

ANNEXURE - I

SALARY OFFER SHEET

Name: Anusha Pandey

Location: IN-TG-Hyderabad

Position: Software Engineer

Career Group: A3

Career Stream: Project Stream

Annual Gross Salary Offered by Wipro: **Rs. 350000**

You shall receive salary as detailed below.

Components	Figures (in INR PER ANNUM)
BASIC	140000
HOUSE RENT ALLOWANCE	70000
BONUS	27996
WIPRO BENEFITS PLAN	58274
PROVIDENT FUND (EMPLOYER CONTRIBUTION)	21600
GRATUITY	7434
HEALTH BENEFIT (NOTIONAL AMOUNT)	7200
VARIABLE PAY	17496
TARGET COST TO COMPANY (PER ANNUM)	350000

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

*Please note that your compensation is personal to you and you are requested not to share details of the same with others.

Please note that the above stack is applicable for all Indian passport holders. In case you are non Indian passport holder, request you to immediately declare the same to the hiring team. The hiring team will accordingly issue the offer letter guided by the International Worker rules.

ADDITIONAL INFORMATION ON THE SALARY OFFER

Applicable limits for Career Group A3:

Basic, Additional Allowance and Bonus:

These are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of telephone/mobile phone, non-transferable Meal Cards can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, the portion of allowances that is not exempt, will be subjected to tax. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges.

Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to The DOT. on joining. The maximum LTA that can be considered for IT exemption is Rs.50,000

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exemption up to Rs.30,000 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal Cards:

An amount of Rs. 1,100 or Rs. 2,750 per month towards Non-Transferable Meal Cards is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. National Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- Provident fund - Where basic is higher than INR 15,000 - 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000 - Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm.
- Notional sum indicating contribution of 5.31% of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

ANNEXURE-II

DECLARATION ON CONFLICT OF INTEREST

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

1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.
2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.

I have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name: Anusha Pandey

Signature: E-Signature Signature

Date: E-Signature Date

COMPLIANCE TO COMPANY'S CODE OF CONDUCT TO REGULATE, MONITOR AND REPORT TRADING (CODE) BY INSIDERS

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: polyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

- (i) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
- (ii) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
- (iii) Unauthorized disclosure or communication of UPSI.
- (iv) Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to polyclearinghouse@wipro.com.

SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

MEDICAL

- 1. Medical Assistance Program (MAS):** This is a medical scheme covering you, your spouse and your children to the extent of Rs. 15,000 per annum. This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI). This limit will be prorated based on your joining and remaining months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates the outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim and submitting relevant proofs. "MAS Benefit" is subject to the terms and conditions of the company policy and cannot be converted to fixed cash.
- 2. ESI (Employee State Insurance Act):** Employees with a fixed salary of less than INR 21,000 per month are covered under ESI. ESI is a comprehensive social security program in the event of medical contingencies, such as sickness, maternity, death or disablement due to employment injury and occupational disease. This scheme provides access to medical treatment, medical facilities, cash compensation and other support for insured persons.
- 3. Mediclaim:** You are eligible for a floater coverage of Rs. 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a monthly deduction from your payroll towards this base sum insured premium. The premium will vary based on your family status. The floater sum insured is as per your band and any top-up plan opted by you. If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in The DOT. which is accessible on joining.
Addition of dependents and taking voluntary top up plans should be done with 1st 30 days of joining.
- 4. Health check:** Company paid Annual health checkup program is available for employees above 40 years of age.
- 5. Base Medical insurance** is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

Gratuity Benefit: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

"Gratuity Benefit" is subject to the terms and conditions of the company policy and cannot be converted to fixed cash

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows:

Basic * No of years to Retirement * Grade

Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable.

*Grade Factor is a band specific pre-defined pension Accrual rate.

"Survivor Benefit" is subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

Voluntary Superannuation Scheme (VSS):

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company. We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC and ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has a Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite and transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window is open from the 1st to 18th of every month.

Your Life and Accident Cover:

1. Group Life Insurance Program + EDLI: Rs. 14,00,000

In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. The sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

2. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000

Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. You also have an option to increase your Group Personal Accident Insurance cover by opting for a top-up for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in The DOT. which is accessible on joining.

The policies mentioned here are policies of the Company as on date, and this is subject to change in future as per policies of the Company from time to time.

ANNEXURE – III

VARIABLE PAY- A BRIEF OVERVIEW

VARIABLE PAY Policy Summary & Computation:

VARIABLE PAY is a variable component in your salary stack which would be paid out on a quarterly basis.

You will be covered under an Variable Pay Program, which would entitle you to receive an Variable Pay of **Rs. 17496 per annum**, subject to individual, group/function and organization level achievement parameters. The details of the program will be communicated to you at the time of commencement of this coverage under the program.

The Variable Pay program may be changed/alterd or modified in part or full thereof from time to time, at the sole discretion of the management

ANNEXURE – IV

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

I **Anusha Pandey**, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

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

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

Name: Anusha Pandey

Signature: E-Signature Signature

Date: E-Signature Date



WELCOME TO WIPRO

30 May, 2024

Dear **Telidevarapalli Madhu Latha,**

Resume ID - **28479121**

Welcome to Wipro Limited and congratulations on your appointment as **Associate**.

For us at Wipro, success is the outcome of choice and expectations, more than a matter of circumstances, and we are delighted that you have chosen us. Your terms of appointment are explained in detail below. Please go through and confirm your acceptance by clicking on "I accept" button on the portal.

**Best regards,
For Wipro Limited.**

A handwritten signature in black ink, appearing to read "Rajeev", is written over a horizontal line.

Rajeev Menon
Vice President Talent Acquisition

B KIRAN KUMAR at kiran.kumar191@wipro.com.

30 May, 2024

Telidevarapalli Madhu Latha

**Ameerpet ali nagar Hyderabad sravya executive hostel
Ameerpet ali nagar Hyderabad sravya executive
Hyderabad
500016
Telangana
India**

Dear **Telidevarapalli Madhu Latha**,

We are pleased to offer you a position in Wipro Limited (the "**Company**") on the following terms and conditions:

1. APPOINTMENT AND REPORTING

1.1. Designation **Associate**

1.2. SMU/GBL **WIPRO ENTERPRISE FUTURING - DOP-Trust & Safety**

1.3. SMU/GBL-Sector/Practice **Americas 1 - Comms,Retail,Connectivity& Services**

1.4. Band **AA**

1.5. Date of Joining **31 May, 2024**

1.6. Reporting Manager **Syeda FARHANA SULTANA syeda.sultana@wipro.com** , or such other person as Company may decide at its sole discretion from time to time.

1.7. Location **Hyderabad**

2. WITHDRAWAL/LAPSE OF THE OFFER

2.1 This offer of appointment is conditional and will be automatically withdrawn, lapse or stand terminated if:

2.1.1 You do not commence employment on the Date of Joining above or any alternative date communicated by the Company to you.

2.1.2 Any information provided by you is found to be incorrect or misrepresented or has been concealed.

2.1.3 Any documents furnished by you are found to be inaccurate, false or fabricated.

2.1.4 Any adverse finding emerges from your background verification conducted at any time by the Company.

2.1.5 You are found lacking the technical or other qualification or skills required to effectively perform your role.

2.1.6 You fail to meet the medical (physical or mental) fitness required for the role. The Company reserves the right to require medical examinations as deemed necessary.

3. COMPENSATION AND TAXES:

3.1. Your compensation is as detailed in the salary offer sheet provided in **Annexure I**.

3.2. You are entitled to the certain benefits as on the date of joining in accordance with the policies and programs of the Company which are applicable to you based on your role, department, location, and band. These programs and policies may be amended from time to time, at Company's sole discretion.

3.3. Increments and bonus/variable/incentive pay are contingent upon your performance and the Company's financial results.

3.4. You are solely responsible for paying any taxes, direct or indirect, federal/central, state or local, whether payable in India or elsewhere, on your compensation and benefits (including if applicable any Stock Options or Restricted Stock Units issued to you under Company plans). The Company shall deduct applicable withholding taxes.

3.5. Your retirement age in the company is 58 years unless extended in writing by the Company.

4. INITIAL POSTING AND TRANSFER

4.1. Your initial place of posting shall be as provided in Section 1. You acknowledge and agree that due to the nature of your role and the nature of business of the Company and the industry, you may be transferred /deputed to another location anywhere in your home country or in any other country and/or from one department to another and/or to client locations and/or to any other legal entity including to any of Company's affiliates, associates, group companies and/or entities in which the Company may be having any interest, whether existing or which may be set up in future.

4.2. Upon transfer/deputation, your employment will be governed by the terms and conditions of service applicable to the new location/department/entity including compensation, working hours, holidays, leave and benefit and other applicable policies.

4.3. The Company operates 24x7 to support global customers and you may be required to work in varying shifts, including night shifts.

4.4. Additional duties may be assigned to you as per business requirements.

4.5. You will be subject to the Company's Bench and Flexible Work Policies if applicable to you.

5. EMPLOYEE OBLIGATIONS

5.1. You are expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results commensurate with your role and the goals set by your reporting manager.

5.2. You shall not engage in activities (whether directly or indirectly) that have or will have an adverse impact on the reputation / image and business of the Company.

5.3. You will not engage in an outside activity, including but not limited to outside employment, if – (a) the activity interferes with your ability to fulfil your responsibilities to the Company; or (b) the activity violates the Company's conflict of interest policy; or (c) the activity is for or related to a competitor of the Company. Before beginning any outside employment or engaging in outside activity which may result in a potential conflict of interest, you shall obtain advance written approval from your HR manager. You are required to sign the conflict of interest declaration as set out in **Annexure II**.

5.4. You are obliged to familiarize yourself with and adhere to all Company policies including but not limited to the Code of Business Conduct, policies relating to conflict of interest, anti-bribery, gifts and business courtesies, data privacy and data protection, information security, ombuds grievance policy and employee handbook relating to dress code, workplace behaviour, attendance, etc. (together the "Policies") as they form an integral part of the terms of your employment with the Company.

5.5. You are required to complete within the timelines prescribed, mandatory trainings as required by the Company from time to time.

6. EMPLOYEE REPRESENTATIONS

6.1 You represent to the Company that:

6.1.1 All information provided in your application and to the Company is accurate and will remain so.

6.1.2 You possess the necessary qualifications and skill to perform your duties.

6.1.3. You were not a Government Official in the last 12 months before joining or have declared any such status (whether yourself or through your recruiter) to the Company.

"Government Officials" means any officer or employee of a government or any department, agency, or instrumentality thereof, or of a public international organization, or any person acting in an official capacity for or on behalf of any such government or department, agency, or instrumentality, or for, or on behalf of any such public international organization.

6.1.4 You are not engaged in any outside activities that conflict with your employment with the Company.

6.1.5 You are not bound by any non-compete or other restrictive agreements that would prevent you from working without limitation for the Company.

7. CONFIDENTIALITY, AND NON-SOLICITATION OBLIGATIONS

7.1 CONFIDENTIAL INFORMATION:

7.1.1 The Company has and will develop, compile and own certain proprietary techniques and Confidential Information that have great value in its business. Confidential Information includes not only information disclosed by the Company but also information developed or learned by you during the course of your employment with the Company. You acknowledge that the unauthorized use or disclosure of Confidential Information would be detrimental to the interests of the Company, whether or not such information is identified as Confidential Information by the Company and are to be kept in strictest confidence.

"Confidential Information" shall mean and include without limitation "All information concerning databases, source code, object code, assemblers, generators, compilers, subroutine libraries and other computer programs, products, processes, formulas, trade secrets, innovations, inventions, discoveries, improvements, techniques, research or development and test results, specifications, data, know-how formats, marketing plans, business plans, strategies, forecasts, unpublished financial statement, budgets, projections, and customer and supplier identities, characteristics and agreements."

7.1.2 You agree that at all times during or subsequent to your employment, you will hold in trust, keep confidential, not disclose to any third party, or make any unauthorized use of the Company's Confidential Information.

7.1.3 You further agree not to cause the transmission, removal or transport of Confidential Information from the Company's places or business or such other place of business specified by the Company, without prior written approval of the Company or such other authorized agent of the Company as designated in writing by the Company.

7.1.4 You shall not to use or disclose any Confidential Information, including trade secrets, proprietary information, copyright, trademark of any former employer or other person with whom you have an obligation of confidentiality. You shall not bring into the Company any pre-existing intellectual property of your past employer(s) or competitor(s) or any other third party(s) and use them in creation of work product for the Company.

7.1.5 You acknowledge that you will receive highly Confidential Information along with trade secrets as a result of your employment and that the Company has a legitimate business interest in preventing intentional or inadvertent disclosure of such information in a manner that would create competitive disadvantages. Beyond that, you acknowledge that, you will receive considerable compensation and access to knowledge, information and training, which is an investment the Company has a legitimate interest in protecting. Accordingly, you agree as follows: Where enforceable by local law, during the period of employment and

for a period of twelve (12) months after separation of your employment from the Company, you shall not accept any direct or indirect offer of employment or engagement in the same or similar role you held at the Company (including geographic responsibilities) from a Customer with whom you have interacted or worked in a professional capacity representing the Company during the twelve (12) months preceding the date of separation.

7.1.6 You understand that this Section is not meant to prevent you from earning a living or fostering your career and only to prevent you from gaining any unfair advantage from your knowledge of Confidential Information and proprietary information of the Company.

7.2 NON-SOLICITATION:

7.2.1 During your employment and for a period of twelve (12) months following the termination of your employment, you shall not, either directly or indirectly, solicit or encourage any current or Former Company Employee to terminate his or her employment with the Company. Nor shall you, either directly or indirectly, engage, hire, or retain any current or Former Company Employee to perform services of any type that the Company can render.

"Former Company Employee" means an individual who has left the Company within a span of 180 days.

7.2.2 Because the Company has expended considerable resources to build goodwill with its clients and customers, during your employment and for a period of twelve (12) months following the termination of your employment, you shall not contact, or cause to be contacted, directly or indirectly, or engage in any form of oral, verbal, written, recorded, transcribed, or electronic communication with any Customer with whom you have interacted (or had substantive exposure to) during the preceding twelve (12) months prior to the end of your employment with the Company for the purposes of conducting business that is competitive or similar to that of the Company, for the purposes of providing services that are the same or similar to those you provided while employed by the Company, or for the purpose of disadvantaging the Company's business in any way.

7.2.3 You acknowledge and agree that the Customers did not use or inquire of the Company's services solely as a result of your efforts, and that the efforts of other company personnel and resources are responsible for the Company's relationship with the Customers. You further acknowledge and agree that the identity of the Customers is not readily ascertainable or discoverable through public sources, and that the Company's list of its customers was cultivated with great effort and secured through the expenditure of considerable time and money by the Company.

7.2.4 For the purposes of Section 7, *"Customer" shall mean all persons or entities that have used or inquired of the Company's services at any time during the one-year period preceding the termination your employment with the Company.*

7.3 CONSENT:

7.3.1 Upon termination of your employment with the Company, you hereby grant consent to notification by the Company to your new employer about your obligations under these terms and conditions. Additionally, you agree that if you receive an offer of employment from a competitor of the Company during your employment with the Company or within 12 months of your last day with the Company, you will inform the Company immediately.

7.4 RELIEF AND ONGOING OBLIGATIONS:

7.4.1 Your obligations under this Section 7 shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

7.4.2 You agree that violation of any terms under Sections 7 will cause irreparable harm to the Company in the event of violation of these sections, you shall, without prejudice to any other claim the Company may have under separate contracts with you, you agree to pay the Company such sums as would be equivalent to your gross remuneration earned by you during the last six (6) months of service with the Company to offset the immediate costs associated with your violation of this Agreement.

7.4.3 You also understand that the Company may, at its discretion, proceed against you for injunctive or other suitable reliefs to prevent or cure any breach or threatened breach thereof, but no action for any such relief shall be deemed to waive the right of the Company to an action for damages.

8. ASSIGNMENT OF INTELLECTUAL PROPERTY

8.1. In connection with your employment and during the term of your employment, Intellectual Property which conceptualization, creation, development or conceived by you solely or jointly with others (whether or not during business hours) that is related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies and facilities, shall be deemed the exclusive property of the Company.

"Intellectual Property" includes all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials).

9. PERSONAL INFORMATION

9.1. In order for the Company to fulfil one or more of its obligations, Company may process various categories of general Personal Data or any other relevant information that Company may require for the duration of the employment or contractual relationship. The Company may require to collect, use, share, transfer, disseminate or disclose your Personal data with other employees, affiliates, associates, subsidiaries, agents, vendors and/or for external purpose with any third party or any other person/partner, client, customer or authorized government agency, for a legitimate purpose. You explicitly give your consent to the Company as set out in **Annexure III** to share your Personal Data for a legitimate and required purpose.

10. TERMINATION

10.1. Either the Company or you may terminate your employment at any time, without requiring or assigning any reasons, by providing written notice, if applicable or submission of resignation in Company system per the terms in **Annexure I** or salary in lieu thereof. However, considering that during the course of your employment with the Company, you shall be privy to or shall otherwise have access to Confidential Information of the Company, or you may be or needed to be engaged in a project that needs to be completed or for other business requirements, in the event, you choose to terminate your employment with the Company, the Company shall have the right to:

10.1.1. refuse acceptance of salary in lieu of notice period; and require you to continue to serve the Company during the notice period or any part thereof, or

10.1.2. for the duration of the notice period or any part thereof, require that you do not perform any official duties or attend office and return all assets provided by the Company ("Garden Leave"), provided however that during such Garden Leave, you shall not take up employment or any other engagement (including as a consultant or advisor), whether on a full time or part time basis, with any other person or entity.

10.2. Your employment shall stand terminated forthwith without any notice in the event of the following:

10.2.1 if you do not join on your Date of Joining or any date communicated by the Company without reasonable cause which is approved in writing;

10.2.2 you are in breach of your representations and obligations under the terms of your employment or of any of the Company Policies;

10.2.3 if you are held guilty of any offence involving fraud, misconduct, gross negligence, moral turpitude; or

10.2.4 if you are found to be in breach of the code of conduct of the Company; or

10.2.5 If you disagree or refuse transfer or deputation under Section 4.1; or

10.2.6 If you fail or are unable to perform your duties for an extended period of time without reasonable cause approved by the Company in writing.

10.3. Upon termination of your employment, you (or your legal heirs, as the case may be) will complete the exit formalities and shall:

10.3.1 immediately return to the Company all Company provided assets (laptops, accessories, mobile phones etc), documents, manuals, documented Confidential Information (without making any copies thereof and/ or extracts therefrom), kits, access cards, credit cards and other property belonging to the Company that may be entrusted to

and/ or placed in your possession by virtue of and/ or during the course of your employment with the Company.

10.3.2. immediately deliver to the Company all notes, analyses, summaries and working papers relating thereto.

10.3.3. ensure all your outgoing/ pending activities are successfully completed and properly handed over to the satisfaction of your reporting manager.

10.3.4 ensure all your outstanding dues that you owe to the Company are paid in full.

10.4. If you fail to comply with your obligations in 10.3 above, where lawful, the Company reserves the right to withhold your full and final settlement (except for statutory dues) until you (or your legal heirs) have fulfilled the exit formalities and also recover from your final settlement (including gratuity) all outstanding dues that you owe to the Company and any loss or damage caused to the Company due to your non-payment.

10.5. In case of breach (or potential breach) of your obligations, the Company may also suspend your employment (with or without pay) at its discretion.

11. MISCELLANEOUS PROVISIONS

11.1. Notice. Notices and all other communications shall be in writing and shall be deemed to have been duly given when (i) personally delivered to you or (ii) when mailed by registered mail, return receipt requested and postage prepaid or (iii) emailed to your work or personal email address on record with the Company. In the case of the Company, mailed notices shall be addressed to CHRO.

11.2. Modifications and Waivers. No provision of this offer shall be modified, waived or discharged unless the modification, waiver or discharge is agreed to in writing and signed by both parties. No waiver by either party of any breach of, or of compliance with, any condition or provision of this offer by the other party shall be considered a waiver of any shall be considered a waiver of any other condition or provision or of the same condition or provision at another time.

11.3. Severability. If any provision herein becomes or is deemed invalid, illegal or unenforceable under applicable law, by reason of the scope, extent or duration of its coverage, then such provision shall be deemed amended to the extent necessary to conform to applicable law so as to be valid and enforceable or, if such provision cannot be so amended without materially altering the intention of the parties, then such provision shall be stricken and the remainder of this Agreement shall continue in full force and effect.

11.4. No Assignment. This offer and employment is personal to you and may not be transferred or assigned by you at any time. The Company may assign its rights and this agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of the Company's assets to such entity.

11.5. These terms and conditions supersede all prior letters, agreements, offers, commitments and understandings, oral, written and implied, between you and the Company with respect to the subject matter hereof or previous job opportunities or offers with the Company. All such prior letters, agreements, offers and understandings are hereby terminated and deemed to be of no further force or effect without any liability to the Company.

11.6. The below sections will survive termination of this Agreement (including Appendix) and continue in full force and effect:

- (i) Confidentiality & Non-Solicitation (Section 7)
- (ii) Assignment of Intellectual Property (Section 8)
- (iii) Personal and Sensitive Personal Information (Section 9)

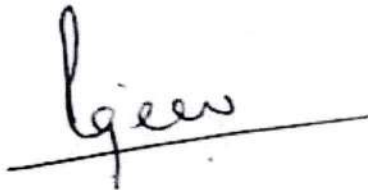
12. GOVERNING LAW AND JURISDICTION

12.1. If you have any grievances or concerns during the term of your employment, you may raise them under the Company processes and policies for resolution.

12.2. This offer of appointment and your employment shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and the Company will be subject to exclusive jurisdiction of courts of Bengaluru.

As a token of your acceptance of the terms and conditions of employment offered, please accept the offer online by clicking the Accept Button.

Yours faithfully,
Wipro Limited.



Rajeev Menon
Vice President Talent Acquisition

I have gone through the aforesaid terms and conditions of my appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above.

Date: E-Signature Date

Name: Telidevarapalli Madhu Latha


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Signed by Telidevarapalli Madhu Latha | madhulatha34026@gmail.com | 30-05-2024 03:39:27 PM IST |

152.59.193.192

Date: 04 / 03 / 2023

Dear **DUNGA VINEETH** ,

Sub: Offer letter for the position of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

The detailed appointment letter will be given to you at the time of joining. You have to join on 20 / 05 / 2023. Otherwise, this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned. Monthly Base Salary of 16k per month.

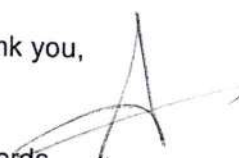
You are requested to bring attested copies along with the original certificates/testimonials at the time of joining along with

- Educational certificates
- Three passport size photographs
- Medical fitness certificate

Please send as an email confirming the receipt of this offer letter as a token of acceptance of terms and conditions mentioned therein.

I would like to take this opportunity to wish you a successful career with us.

Thank you,

Regards,

Amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

Address: 2nd Floor, Raghava Mansion, Srinagar Colony Main Road, Above Axis Bank, Hyderabad ,Andhra Pradesh-500073
Phone:040 6666 0225



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 04 / 03 / 2023

Dear **BEHARA SAI SRAVANTHI** ,

Sub: Offer letter for the position of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

The detailed appointment letter will be given to you at the time of joining. You have to join on 20 / 05 / 2023. Otherwise, this offer will stand withdrawn automatically.

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- Medical fitness certificate

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Thank you,

Regards,

Amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

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Phone:040 6666 0225


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 04 / 03 / 2023

Dear **GADI RAMBABU** ,

Sub: Offer letter for the position of **SUPPORT ENGINEER**

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

The detailed appointment letter will be given to you at the time of joining. You have to join on 20 / 05 / 2023. Otherwise, this offer will stand withdrawn automatically.

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- Medical fitness certificate

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Thank you,

Regards,
Amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

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PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 04 / 03 / 2023

Dear **GEMBALI SARASWATHI** ,

Sub: Offer letter for the position of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

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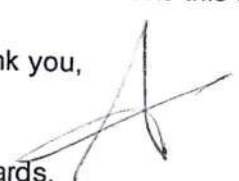
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- Medical fitness certificate

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I would like to take this opportunity to wish you a successful career with us.

Thank you,

Regards,

Amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

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Phone:040 6666 0225


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srinagar Colony-532410 (A.P)

Date: 04 / 03 / 2023

Dear KILLARI CHINNI ,

Sub: Offer letter for the position of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

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You will be paid salary as discussed with the undersigned. Monthly Base Salary of 16k per month.

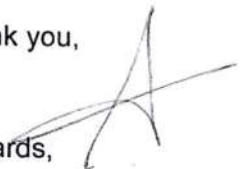
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I would like to take this opportunity to wish you a successful career with us.

Thank you,

Regards,

Amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

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Phone:040 6666 0225


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 04 / 03 / 2023

Dear **BANGARU SURYA BHARGAVI** ,

Sub: Offer letter for the position of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

The detailed appointment letter will be given to you at the time of joining. You have to join on 20 / 05 / 2023. Otherwise, this offer will stand withdrawn automatically.

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- Medical fitness certificate

Please send as an email confirming the receipt of this offer letter as a token of acceptance of terms and conditions mentioned therein.

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Thank you,

Regards,

Amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 04 / 03 / 2023

Dear ANTHARAKONDA JYOTHI ,

Sub: Offer letter for the position of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

The detailed appointment letter will be given to you at the time of joining. You have to join on 20 / 05 / 2023. Otherwise, this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned. Monthly Base Salary of 16k per month.

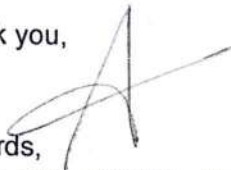
You are requested to bring attested copies along with the original certificates/testimonials at the time of joining along with

- Educational certificates
- Three passport size photographs
- Medical fitness certificate

Please send as an email confirming the receipt of this offer letter as a token of acceptance of terms and conditions mentioned therein.

I would like to take this opportunity to wish you a successful career with us.

Thank you,

Regards,

Amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

Address: 2nd Floor, Raghava Mansion, Srinagar Colony Main Road, Above Axis Bank, Hyderabad ,Andhra Pradesh-500073
Phone:040 6666 0225


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 04 / 03 / 2023

Dear CHALLA SANTOSHI KUMARI ,

Sub: Offer letter for the position of SUPPORT ENGINEER

With reference to your examination and subsequent interview, we are pleased to offer you the job for post of software engineer in our company.

The detailed appointment letter will be given to you at the time of joining. You have to join on 20 / 05 / 2023. Otherwise, this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned. Monthly Base Salary of 16k per month.

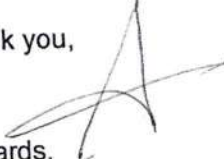
You are requested to bring attested copies along with the original certificates/testimonials at the time of joining along with

- Educational certificates
- Three passport size photographs
- Medical fitness certificate

Please send as an email confirming the receipt of this offer letter as a token of acceptance of terms and conditions mentioned therein.

I would like to take this opportunity to wish you a successful career with us.

Thank you,


Regards,
Amrita Kumari (BBA, MBA)
Junior HR Executive,
KARVY COMPUTER SHARE HYDERABAD

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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

WNS

Extending Your Enterprise

08-Mar-2024

Potnuru Krishna Kishore

No.10-8-12,Kaspa Street,

Srikakulam,Andhra Pradesh-532001

India

Letter of offer**Dear Potnuru,**

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Associate - Operations (JC3087)** in **WNS Business Consulting Pvt. Ltd.**, based at our **Vizag - Tech Hub (VIZAG2)** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Associate - Operations (JC3087)**.

Compensation: Your Total Gross Pay will be **INR 2,39,573 (Indian Rupees Two Lakh, Thirty Nine Thousand, Five Hundred And Seventy Three Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **08-Mar-2024**.

Place of work: Your initial place of work will be **Vizag - Tech Hub (VIZAG2)**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

AUSTRALIA
COSTA RICA
INDIA
THE PHILIPPINES
ROMANIA
SRI LANKA
UAE
UK
USA

For WNS Business Consulting Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

DocuSigned by:

Potnuru Krishna Kishore

2FA37620104C423...

Accepted and Agreed

Potnuru Krishna Kishore
Candidate's Name & Signature

WNS Business Consulting Services Pvt. Ltd, Mantri Sterling, 2nd Floor, Deep Bungalow Chowk,
Model Colony, Shivaji Nagar, Pune, Maharashtra 411004 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 |
CIN: U72900PN2003PTC171637


PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

1. TERMS & CONDITIONS:

- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d. The Company's business involves operating round the clock on all day. Therefore the work may involve shift working including working in night shifts and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e. You will be on probation for six months from the date of joining; however, probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period, the Company reserves the right to recover compensation in lieu of notice period from you.
- f. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo voice & accent, pre-process and process trainings as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. At the end of these trainings, a performance assessment will be conducted and the results will be declared as per the established norms depending on the type/nature of the training. The company invests significant amount of efforts and costs on such trainings and you will appreciate that in case one is not able meet the required norms during training or clear the afore-said assessment tests, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward / accumulation of leave will be governed as per the existing Company policy on the subject.
- i. You will be provided necessary training / special education / on the job skill enhancement / interactive programs / up skilling programs/ guidance required to discharge your duties effectively at the cost, efforts and time of the Company.
- j. Deployment / Redeployment: The Company reserves the right to deploy / redeploy

For WNS Business Consulting Services Pvt. Ltd.

Adil Nargolwala

**Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition**

DocuSigned by:

Potnuru Krishna Kishore
2FA37620104C423...

Accepted and Agreed

**Potnuru Krishna Kishore
Candidate's Name & Signature**

*WNS Business Consulting Services Pvt. Ltd, Mantri Sterling, 2nd Floor, Deep Bungalow Chowk,
Model Colony, Shivaji Nagar, Pune, Maharashtra 411004 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 |
CIN: U72900PN2003PTC171637*



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- you in any of the available roles as may be deemed appropriate. Since different roles require different competency profiles, exact match can be a challenge at times, despite best intentions and efforts of the Company. In such eventuality, you are obligated to cooperate in the deployment / redeployment process by accepting role that is offered to you.
- k. You will automatically retire from the services of the Company on completing the age of 58 years.
 - l. Notice to terminate in electronic form such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement. Notice to terminate this contract has to be addressed in writing to the Company in the form and manner as may be prescribed in the Company Policy.
 - m. WNS reserves the right to terminate your employment with immediate effect on grounds of breach of policy including but not limited to Infosec / physical security, misconduct or where your performance has been found to be unsatisfactory.

2. OTHER CONDITIONS:

- a. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.
- b. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice and or pay in lieu thereof or any other remuneration (including incentives) for the period of engagement up to aforesaid date of relieving.
- c. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice or pay in lieu off.
- d. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.

Please sign the copy of this letter as a token of your acceptance. Please initial each page in acceptance of the terms and conditions set out herein.

Yours faithfully,

For WNS Business Consulting Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

DocuSigned by:

Potnuru Krishna Kishore

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Annexure I

1. You need to furnish the following Documents at the time of joining WNS.
NOTE: Joining will not happen without these documents.

A	Original copy of WNS offer letter
B	DATE OF BIRTH PROOF: Mandatory is Aadhar Card. If no Aadhar Card or incomplete details on Aadhar card then the following will apply:- (Any ONE of the following: Birth Certificate, Xth, XIIth Mark Sheet with DOB details on it, Passport, PAN Card, Driving License, School/College Leaving Certificate) - 1 copy
C	PHOTO ID : Aadhar OR PAN Card in the absence of both then the following will apply :- (ONE of the following: Voters ID, Driving License, Passport, or Bank Passbook with photograph, Bankers verification, NSR (National Skills Registry) ID card, Hall Tickets not more than 1 yrs. including current year up to eg.2006 for 2008, Defense dependant ID Card - 1 copy
D	PERMANENT ADDRESS PROOF : (ONE of the following: Passport, Driving License, Voter's ID, Nationalized Bank Passbook with photograph and address, Electricity Bill - latest of Self or Parents, Ration Card, LIC & Insurance documents, Mobile Bill, Telephone Landline Bill - latest of Self or Parents, or Current lease deed - with you or your parents / spouse as lessee or co-lessee) - 1 copy . The information for address needs to be verifiable during BGV and hence the same needs to be the latest permanent address proof.
E	EDUCATION QUALIFICATION PROOF : (mark sheets & degree are important) (as applicable: Xth, XIIth, Graduation, Post-Graduation Certificate, Copy of Diploma, others)
F	PASSPORT SIZE PHOTOGRAPHS : 5 copies (with Red Background ONLY)
G	PAN NUMBER : Photocopy of PAN Card. If you do not possess a PAN card then an application for one will have to be made and a copy of the application receipt will have to be submitted.
H	Professional Relieving or Experience Letter from previous employer (last 2 employments) or Accepted Resignation Letter from previous employer.
I	Salary Slip / Salary certificate from previous employer (last 2 employments). Bank statement if no salary slip from the Company.
J	Employee ID Proof : (photocopy of salary slips, appraisal letter which contains the employee id proof)
K	Marriage Certificate (if applicable) OR Marriage Affidavit with Couple Photo
L	Self declaration Medical Fitness form : Medical Fitness form needs to be duly filled and stamped by a Doctor.

For WNS Business Consulting Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

DocuSigned by:

Potnuru Krishna Kishore
 2FA37620104C423...

Accepted and Agreed

Potnuru Krishna Kishore
Candidate's Name & Signature

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NOTE:

- The same document may be used as proof for more than one of the above requirements.
 - Original copies to be brought along with copies for the purpose of verification.
2. In addition to the documents mentioned above, you are requested to provide the following documents and information on your date of joining.

Documents.....

1. Updated Resume.
2. Marriage Certificate (if applicable).
3. Self declaration Medical Fitness form.
4. ESIC (Employee State Insurance Corporation) enrollment would be as per the applicable as per government regulation. In case if your stack up contains ESIC component, please carry the following documents:
 - a. Your 3 post card size (4X7) photographs (copies of the same photograph) OR
 - b. If you would like your family covered - Family group photograph of immediate family (4X7, 3 copies of the same photograph), only members in the photo will be covered. Photos should be clear and have only your immediate dependent family members which include parents, siblings, spouse and children.

Information.....

1. Names and date of birth of family members you would want to mention as nominees for the Provident Fund Scheme (parents / siblings / spouse / children)
2. Your blood group.
3. Your family doctor's name, address, telephone and registration number.
4. National Social Security Number (NSSN) if allocated.

For WNS Business Consulting Services Pvt. Ltd.*Adil Nargolwala***Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition**

DocuSigned by:

Potnuru Krishna Kishore

2FA37620104C423...

Accepted and Agreed**Potnuru Krishna Kishore
Candidate's Name & Signature**

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CIN: U72900PN2003PTC171637*



Extending Your Enterprise

Annexure II			
Name	:	Potnuru Krishna Kishore	
Title	:	Associate - Operations (JC3087)	
Role Band	:	A	
BU/EU	:	HealthCare (901004000)	
Compensation Component	Ref	Amount(INR) Per Month	Amount(INR) Per Annum
Basic Salary		7,032	84,380
House Rent Allowance		3,516	42,190
City Compensatory Allowance		1,261	15,134
Sub Total - I	A	11,809	1,41,705
Bonus / Incentive (4)	(a)	2,362	28,339
Company's contribution to Provident Fund (1)		995	11,942
Company's contribution to ESI (3)		461	5,526
Sub Total - II	B	3,817	45,807
Total Fixed Pay	C = A + B	15,626	1,87,512
Bonus / Incentive at Maximum Level (4)	(b)	6,700	80,400
Gross Pay (CTC) at Minimum Level	D = C	15,626	1,87,512
Gross Pay (CTC) at Maximum Level	E = D + (b) - (a)	19,964	2,39,573
BENEFITS			
Gratuity payable As per Payment of Gratuity Act, 1972			
Note:			
1) Company's contribution to Provident Fund (PF): In cases where PF wages is above the statutory maximum limit of INR 15,000/- p.m., you have an option to choose the deduction of 12% on actual PF wages. In such situation, various component of the compensation will be adjusted to accommodate your request. PF wages considered for this calculation will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952.			
2) The initial calculation for the PF remittance is based on the amount payable at the time of joining. However, the final PF remittance will be determined on the amount actually paid from time to time in accordance with the provisions of the PF Act and may differ from the amount initially indicated in your offer letter.			
3) The Company provides following discretionary Insurance benefits: a) Medclaim Benefit: For Self or Family Floater, as per Company policy b) Personal Accident Insurance: For Employee, as per Company Policy c) Life Insurance: For Employee, as per Company Policy d) Parents can also be covered individually or through a Floater at an annual premium as per the company policy. You would have to enroll and pay the sum separately through payroll. Note: The company reserves the right to make appropriate changes to the Insurance plan as and when necessary.			
4) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of the monthly salary.			
5) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive at maximum level is inclusive of Bonus / Incentive included in the Total Fixed Pay. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.			

For WNS Business Consulting Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

DocuSigned by:

Potnuru Krishna Kishore

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Accepted and Agreed

Potnuru Krishna Kishore
Candidate's Name & Signature

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Model Colony, Shivaji Nagar, Pune, Maharashtra 411004 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 |
CIN: U72900PN2003PTC171637

WNS

Extending Your Enterprise

23-Feb-2023

Metta Leela Krishna

#3-16, Metta veedhi, Kushalpuram village,

etcharlamandalam, srikakulam-532410

India

Letter of offer**Dear Metta,**

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Associate - Ops** in **WNS Global Services Pvt. Ltd.**, based at our **Vishakapatnam** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Associate - Ops**.

Compensation: Your Total Fixed Pay will be **INR 1,92,000 (Indian Rupees One Lakh, Ninety Two Thousand Only)** per annum. In addition, you would be eligible for performance linked variable pay as per respective Process Incentive Plan applicable to your Role Band. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **23-Feb-2023**.

Place of work: Your place of work will be **Vishakapatnam**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

AUSTRALIA
COSTA RICA
INDIA
THE PHILIPPINES
ROMANIA
SRI LANKA
UAE
UK
USA

For WNS Global Services Pvt. Ltd.*Adil Nargolwala*

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196

[Signature]

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

DocuSigned by:

Metta Leela Krishna

1F8920CD82FB455...

Accepted and Agreed

Metta Leela Krishna
Candidate's Name & Signature



Extending Your Enterprise

1. TERMS & CONDITIONS:

- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d. The Company's business involves operating round the clock on all day. Therefore the work may involve shift working including working in night shifts and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e. You will be on probation for six months from the date of joining; however probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (Sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (Sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period the Company reserves the right to recover compensation in lieu of notice period from you in addition to the compensation towards all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to losses and damages actually sustained by the Company. The forgoing term is a condition precedent to your acceptance of this offer letter.
- f. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo pre-process and process training as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. The company invests significant amount of efforts and costs on such training and you will appreciate that in case one is not able meet the required norms during training, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward / accumulation of leave will be governed as per the existing Company policy on the subject.
- i. Your Absence for a continuous period of seven days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you up to INR 50,000/- against all expenses incurred with regard to any training and

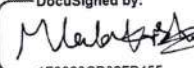
For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:

U72200MH1996PTC100196

DocuSigned by:


1F8920CD82FB455...

Accepted and Agreed

Metta Leela Krishna
Candidate's Name & Signature

WNS

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- development, special education, up skilling or on the job training imparted by the Company and damages suffered by Company due to loss of billing, etc.
- j. Deployment / Redeployment: The Company reserves the right to deploy / redeploy you in any of the available roles as may be deemed appropriate. Since different roles require different competency profiles, exact match can be a challenge at times, despite best intentions and efforts of the Company. In such eventuality, you are obligated to cooperate in the deployment / redeployment process by accepting role that is offered to you.
 - k. You will automatically retire from the services of the Company on completing the age of 58 years.
 - l. Notice to terminate in electronic form such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement. Notice to terminate this contract has to be addressed in writing to the Company in the form and manner as may be prescribed in the Company Policy.
 - m. WNS reserves the right to terminate your employment with immediate effect on grounds of breach of policy including but not limited to Infosec / physical security, misconduct or where your performance has been found to be unsatisfactory.

2. OTHER CONDITIONS:

- a. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.
- b. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice and or pay in lieu thereof or any other remuneration (including incentives) for the period of engagement up to aforesaid date of relieving.
- c. You will produce character verification certificate from police department within 3 months from joining on your own (not applicable for valid passport holders).
- d. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice or pay in lieu off.
- e. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.

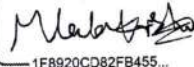
Please sign the copy of this letter as a token of your acceptance. Please initial each page in acceptance of the terms and conditions set out herein.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

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1F8920CD82FB455...

Accepted and Agreed

Metta Leela Krishna
Candidate's Name & Signature

WNS

Extending Your Enterprise

Yours faithfully,

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

**Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition**

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U72200MH1996PTC100196*

DocuSigned by:

Metta Leela Krishna

1F8920CD82FB455...

Accepted and Agreed

**Metta Leela Krishna
Candidate's Name & Signature**

WNS

Extending Your Enterprise

Annexure I

1. You need to furnish the following Documents at the time of joining WNS.

NOTE: Joining will not happen without these documents.

A	Original copy of WNS offer letter
B	DATE OF BIRTH PROOF: Mandatory is Aadhar Card. If no Aadhar Card or incomplete details on Aadhar card then the following will apply:- (Any ONE of the following: Birth Certificate, Xth, XIIth Mark Sheet with DOB details on it, Passport, PAN Card, Driving License, School/College Leaving Certificate) - 1 copy
C	PHOTO ID : Aadhar OR PAN Card in the absence of both then the following will apply :- (ONE of the following: Voters ID, Driving License, Passport, or Bank Passbook with photograph, Bankers verification, NSR (National Skills Registry) ID card, Hall Tickets not more than 1 yrs. including current year up to eg.2006 for 2008, Defense dependant ID Card - 1 copy
D	PERMANENT ADDRESS PROOF : (ONE of the following: Passport, Driving License, Voter's ID, Nationalized Bank Passbook with photograph and address, Electricity Bill - latest of Self or Parents, Ration Card, LIC & Insurance documents, Mobile Bill, Telephone Landline Bill - latest of Self or Parents, or Current lease deed - with you or your parents / spouse as lessee or co-lessee) - 1 copy . The information for address needs to be verifiable during BGV and hence the same needs to be the latest permanent address proof.
E	EDUCATION QUALIFICATION PROOF : (mark sheets & degree are important) (as applicable: Xth, XIIth, Graduation, Post-Graduation Certificate, Copy of Diploma, others)
F	PASSPORT SIZE PHOTOGRAPHS : 5 copies (with Red Background ONLY)
G	PAN NUMBER : Photocopy of PAN Card. If you do not possess a PAN card then an application for one will have to be made and a copy of the application receipt will have to be submitted.
H	Professional Relieving or Experience Letter from previous employer (last 2 employments) or Accepted Resignation Letter from previous employer.
I	Salary Slip / Salary certificate from previous employer (last 2 employments). Bank statement if no salary slip from the Company.
J	Employee ID Proof : (photocopy of salary slips, appraisal letter which contains the employee id proof)
K	Marriage Certificate (if applicable) OR Marriage Affidavit with Couple Photo
L	Self declaration Medical Fitness form : Medical Fitness form needs to be duly filled and stamped by a Doctor.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196

DocuSigned by:

Metta Leela Krishna

1F8920CD82FB455...

Accepted and Agreed

Metta Leela Krishna
Candidate's Name & Signature

WNS

Extending Your Enterprise

NOTE:

- The same document may be used as proof for more than one of the above requirements.
- Original copies to be brought along with copies for the purpose of verification.

2. In addition to the documents mentioned above, you are requested to provide the following documents and information on your date of joining.

Documents.....

1. Updated Resume.
2. Marriage Certificate (if applicable).
3. Self declaration Medical Fitness form.
4. ESIC (Employee State Insurance Corporation) enrollment would be as per the applicable as per government regulation. In case if your stack up contains ESIC component, please carry the following documents:
 - a. Your 3 post card size (4X7) photographs (copies of the same photograph) OR
 - b. If you would like your family covered - Family group photograph of immediate family (4X7, 3 copies of the same photograph), only members in the photo will be covered. Photos should be clear and have only your immediate dependent family members which include parents, siblings, spouse and children.

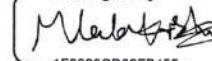
Information.....

1. Names and date of birth of family members you would want to mention as nominees for the Provident Fund Scheme (parents / siblings / spouse / children)
2. Your blood group.
3. Your family doctor's name, address, telephone and registration number.
4. National Social Security Number (NSSN) if allocated.

For WNS Global Services Pvt. Ltd.*Adil Nargolwala***Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition**

*WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196*

DocuSigned by:



1F8920CD82FB455...

Accepted and Agreed**Metta Leela Krishna
Candidate's Name & Signature**



Extending Your Enterprise

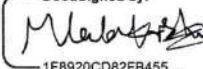
Annexure II			
Name	:	Metta Leela Krishna	
Title	:	Associate - Ops	
Role Band	:	A	
DOJ	:	23-Feb-2023	
BU	:	Banking & Financial Services	
Compensation Component	Ref	Amount(INR) Per Month	Amount(INR) Per Annum
Basic Salary		7,200	86,400
House Rent Allowance		3,600	43,200
City Compensatory Allowance		1,513	18,151
Sub Total - I	A	12,313	1,47,751
Bonus / Incentive (1)	(a)	2,171	26,054
Company's contribution to Provident Fund (2)		1,046	12,546
Company's contribution to ESI (3)		471	5,649
Sub Total - II	B	3,687	44,249
Total Fixed Pay	C = A + B	16,000	1,92,000
Bonus/Incentive at Maximum Level (4)	(b)	5,300	63,600
Gross Pay (CTC) at Minimum Level	D = C	16,000	1,92,000
Gross Pay (CTC) at Maximum Level	E = D + (b) - (a)	19,129	2,29,546
BENEFITS			
(i) Gratuity payable As per Payment of Gratuity Act, 1972			
(ii) The Company provides following discretionary Insurance benefits:			
Mediclaime Benefit : For Self or Family Floater, as the case may be			
Personal Accident Insurance : For Employee, as per Company Policy			
Life Insurance : For Employee, as per Company Policy			
Note:			
(1) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive at maximum level is inclusive of Bonus / Incentive included in the Total Fixed Pay. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.			

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
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DocuSigned by:

1F8920CD82FB455...

Accepted and Agreed

Metta Leela Krishna
Candidate's Name & Signature

WNS

Extending Your Enterprise

(2) **Company's contribution to Provident Fund (PF):** In cases where PF wages is above the statutory maximum limit of INR 15,000/- p.m., you have an option to choose the deduction of 12% on actual PF wages. In such situation, various component of the compensation will be adjusted to accommodate your request. PF wages considered for this calculation will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952.

(3) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of monthly salary.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196

DocuSigned by:
Metta Leela Krishna
1F8920CD82FB455...

Accepted and Agreed

Metta Leela Krishna
Candidate's Name & Signature

[Signature]
PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Date: 14-Feb-2024

Mr. Baratam Dileep

Address: 13-2-82, Mondeti Street, Near Bodemma Temple, Srikakulam, Ap - 532001

Sub: Offer for the post of **Sales Representative**

SS

Dear Baratam Dileep,

We are pleased to make an offer to you on behalf of **CPM India Sales & Marketing Pvt. Ltd.** for the position of **Sales Representative** based at **Srikakulam** for Client **DBS Bank India Limited**.

We expect you to join your duties on **15-03-2024**

The CTC for this position is Rs. **26450** /- (**Rupees Twenty Six Thousand Four Hundred Fifty Only**) Per Month.

In the event of your resignation or termination of services, either side will have to give **30 days'** notice or salary in lieu thereof.

Your appointment will be subject to furnishing the following documents and verification of the same:

1. Proof of educational qualifications
2. Proof of experience
3. Passport size photographs (3 Nos.)
4. Copy of PAN Card
5. Copy of cheque leaf/ Passbook of the existing Bank Account.
6. Copy of Aadhar Card.

Kindly share your acknowledgement to this Offer Letter as a token of your acceptance.

With Best Wishes

For CPM India Sales & Marketing Pvt. Ltd.

Sheetal Mahajan

Sheetal Mahajan

Deputy General Manager – HR

Acceptance of the offer letter:

Signature:

Name:

Date:

By accepting this offer I authorise CPM India and its representatives to verify the information shared by me in the above-mentioned joining documents and use the details mentioned in the documents for processing all statutory formats in relation to my employment as per government requirements.

[Handwritten Signature]

PRINCIPAL

**Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-537410 (A.P)**

CPM India B-227, Upper Ground Floor, Okhla Industrial Area, Phase – 1, New Delhi - 110020



+91 11 4969 4969

www.cpm-int.com | info@in.cpm-int.com

CIN: U72900DL2002PTC115507

Salary Components	Rs. Per Month
Basic	13000
HRA	6500
Conveyance	
City Compensatory Allowance	
Spl Allowance	5000
Bonus	
Total - Gross Salary (A)	24500
Employee Deduction	
ESI - Employee Contribution	0
PF - Employee Contribution	1800
Prof. Tax	200
Total Employee Contribution (B)	2000
Take Home (A - B)	22500
Employer Contribution	
ESI - Employer Contribution	0
PF - Employer Contribution	1950
Total Employer Contribution (C)	1950
Cost to Company (A + C)	26450
Daily Allowance (Maximum capping basis working days)	1500

For, CPM India Sales & Marketing Pvt. Ltd.

Sheetal Mahajan

Sheetal Mahajan
Deputy General Manager – HR

CPM India B-227, Upper Ground Floor, Okhla Industrial Area, Phase – 1, New Delhi - 110020



+91 11 4969 4969

www.cpm-int.com | info@in.cpm-int.com

CIN: U72900DL2002PTC115507

inspirational

influential

human



MUTHOOT MONEY LIMITED GL SOUTH

Building No.3-6-211, 2rd Floor,
Grandpas Royal Mansion Main Road near Liberty X Road,
Himayath Nagar, Hyderabad, TELANGANA - 500029
Tel: 04023229204 | Email:hr@hr.com |

Ref: 022GS-CDR/00220/24

Date:10/03/2023

MANDAPAKA PALLAVI
(MG00625)

Sub: LETTER OF APPOINTMENT

With reference to your application dated 20/05/2019, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from 10/05/2023 on the following terms and conditions:

1. You will be on probation for a period of six month's from date of joining. The Management may at its sole and absolute discretion decide to extend your probation for such period/s as it deems fit and proper. You shall not be deemed to be confirmed in the service of the company after completion of the probationary period of six month's or the extended probationary period/s, unless you are specifically informed in writing to that effect. If your performance or conduct is not satisfactory or any adverse reports received regarding your antecedents, your service will be terminated at any time during the period of probation or extended period of probation without any notice or payment lieu of notice. The company management will be the sole judge as to the question of your work and /or performance being satisfactory or not and as to whether you are suitable to the organization or not and the decision of the company management shall be binding on you .On successful completion of your probation period /extended probation period, you will be confirmed in the regular services of the Company as JUNIOR RELATIONSHIP EXECUTIVE and posted to any Branch/ Offices, depending upon the requirement of the Company.
2. You will be paid salary of Rs.17,000.00 (Rupees Seventeen Thousand Only) per month during your period of probation including all allowances. You will be eligible for Contributory Provident Fund, ESI, etc as per the rules of Company.
3. If you are confirmed in the service of the company your age of retirement will be 55 years and your date of birth determined will be as per your declaration in the employment application based on the proof of age furnished by you. The Management may at its sole and absolute discretion to re-employ you on such terms and conditions and for such duration as may be decided by the company.
4. After you are confirmed, your service with the company may be terminated with thirty day's notice in writing from either side or salary in lieu of notice. However in case of misconduct or indiscipline on your part the company reserves the right to terminate your service without any notice or salary in lieu of notice.
5. If you desire to withdraw your placement before one year of service, you shall full fill the terms and conditions mentioned in the letter of undertaking given by you. If it is after one year, you shall give thirty day's notice or thirty day's salary in lieu of such notice to the organization of your intention to do so.
6. At the time of your joining or at any time during your employment in the organization the Management shall have the right to require you to subject yourself for medical examination at the organization's cost by any Registered Medical Practitioner of the choice of the organization. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited if such detection is made prior to your confirmation and if it is after your confirmation, your service will then be terminated by giving you thirty day's notice or salary in lieu of notice.
7. During your employment with the organization you shall be subject to such rules and regulations as are made by the organization from time to time at its discretion, whether they are individually notified to you or not. In the interest of this organisation, you agree that, you will not be taking up any other assignments with any of the competitive firms of this company (viz. other non - banking finance companies or scheduled banks doing gold loan business) within 2 years of date of relief.
8. If you absent from work without leave, intimation / permission continuously for a period of 15 days or more, you shall be deemed to have abandoned your employment with the company with effect from the date of commencement of such absence.


1. You will work in the Section / Department wherever you are placed and shall discharge the duties assigned to you from time to time to the utmost satisfaction of the organization. Salary will not accrue or become due or payable to you unless you have actually executed or carried out the work assigned to you by the Management. You shall also work extra time on normal working days and also on weekly / paid holidays whenever called upon to do so depending on exigencies of work of the organization.
2. Your services are liable to be transferred from one post to another, from one job to another, from one Department to another or to any of the organization's offices/branches or work place or sites or any sister concerns/ divisions any where in India whether existing or to be opened in future.
3. You shall not engage yourself directly or indirectly in any other business or employment while you are in the service of the company and you shall devote your whole time and best skill and efforts in the service of the company.
4. You shall do everything within your duties and take precaution to safeguard the organization's property and interests and to prevent any loss or damages to organization's property caused due to negligence, mishandling or non - performance during the course of your duties or otherwise.
5. If at any time it is found that you had at the time of appointment or thereafter given false information regarding your name, age, parentage, qualification, previous experience, state of health or any other personal information knowing it to be false, or had knowingly suppressed any such information, your employment in the organization will stand terminated from the day a communication in this regard is posted and delivered to you, without payment of any compensation or any benefits whatsoever.
6. You shall not take any papers, books, documents, computer software materials, or any other property of the organization out of the work place/ premises nor shall you in any way at any time disclose, divulge to anybody or make public any information or matter concerning the activities, accounts, transactions, dealings, trade/ business secrets, or information relating to or of the organization or its business or otherwise, whether the same may be confided in you or become known to you in the course of your employment or otherwise, not only during your service but even after you cease to be in the service of the organization. You shall be responsible for and shall take care of all books, computer software materials, documents or any other property/ies of the company generally and specifically entrusted to you.
7. In the event of your leaving the service of the company either by termination or your deciding to leave our employment of your own or by retirement or for any other reason, then you will be obliged to account for and return any property including cash if any in your custody or charge or due from you and all books and records of the company in your possession. Your failure to comply with the same shall give the right to the organization to withhold your salary, monetary benefits, dues and property apart from any other action which the organization shall deem fit to initiate against you in the matter.
8. You are required to submit the following documents and certificates in original at the time of your joining duties.
 - a) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
 - b) Documents in proof of your educational and other technical qualifications and previous experience if any.

If the above terms and conditions are acceptable to you, you may return the duplicate copy of the letter duly signed signifying your acceptance and report for duty on **10/05/2023** at **HYDERABAD** after complying with the aforesaid conditions of employment.

We welcome you and hope our association will be long and mutually rewarding.

Yours faithfully,

for **MUTHOOT MONEY LIMITED GL SOUTH**



HEAD - HUMAN RESOURCE



PRINCIPAL

**Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)**

Ref: 032GS-CDR/00203/23

Date:10/06/2023

Mr.BARATAM DILEEP(MG00525)

MONDETI STREET

SRIKAKULAM

SRIKAKULAM

532001

Sub: LETTER OF APPOINTMENT

With reference to your application dated **20/05/2023**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from **10/06/2023** on the following terms and conditions:

1. You will be on probation for a period of six month's from date of joining. The Management may at its sole and absolute discretion decide to extend your probation for such period/s as it deems fit and proper. You shall not be deemed to be confirmed in the service of the company after completion of the probationary period of six month's or the extended probationary period/s, unless you are specifically informed in writing to that effect. If your performance or conduct is not satisfactory or any adverse reports received regarding your antecedents, your service will be terminated at any time during the period of probation or extended period of probation without any notice or payment lieu of notice. The company management will be the sole judge as to the question of your work and /or performance being satisfactory or not and as to whether you are suitable to the organization or not and the decision of the company management shall be binding on you. On successful completion of your probation period/extended probation period, you will be confirmed in the regular services of the Company as JUNIOR RELATIONSHIP EXECUTIVE and posted to any Branch/ Offices, depending upon the requirement of the Company.
2. You will be paid salary of Rs. **17,000.00 (Rupees Seventeen Thousand Only)** per month during your period of probation including all allowances. You will be eligible for Contributory Provident Fund, ESI, etc as per the rules of Company.
3. If you are confirmed in the service of the company your age of retirement will be 55 years and your date of birth determined will be as per your declaration in the employment application based on the proof of age furnished by you. The Management may at its sole and absolute discretion to re - employ you on such terms and conditions and for such duration as may be decided by the company.
4. After you are confirmed, your service with the company may be terminated with thirty day's notice in writing from either side or salary in lieu of notice. However in case of misconduct or indiscipline on your part the company reserves the right to terminate your service without any notice or salary in lieu of notice.
5. If you desire to withdraw your placement before one year of service, you shall full fill the terms and conditions mentioned in the letter of undertaking given by you. If it is after one year, you shall give thirty day's notice or thirty day's salary in lieu of such notice to the organization of your intention to do so.
6. At the time of your joining or at any time during your employment in the organization the Management shall have the right to require you to subject yourself for medical examination at the organisation's cost by any Registered Medical Practitioner of the choice of the organization. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited if such detection is made prior to your confirmation and if it is after your confirmation, your service will then be terminated by giving you thirty day's notice or salary in lieu of notice.
7. During your employment with the organization you shall be subject to such rules and regulations as are made by the organization from time to time at its discretion, whether they are individually notified to you or not. In the interest of this organisation, you agree that, you will not be taking up any other assignments with any of the competitive firms of this company (viz. other non - banking finance companies or scheduled banks doing gold loan business) within 2 years of date of relief.
8. If you absent from work without leave, intimation / permission continuously for a period of 15 days or more, you shall be deemed to have abandoned your employment with the company with effect from the date of commencement of such absence.


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

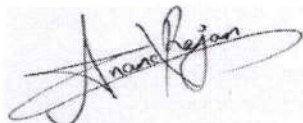
9. You will work in the Section / Department wherever you are placed and shall discharge the duties assigned to you from time to time to the utmost satisfaction of the organization. Salary will not accrue or become due or payable to you unless you have actually executed or carried out the work assigned to you by the Management. You shall also work extra time on normal working days and also on weekly / paid holidays whenever called upon to do so depending on exigencies of work of the organization.
10. Your services are liable to be transferred from one post to another, from one job to another, from one Department to another or to any of the organization's offices/branches or work place or sites or any sister concerns/ divisions any where in India whether existing or to be opened in future.
11. You shall not engage yourself directly or indirectly in any other business or employment while you are in the service of the company and you shall devote your whole time and best skill and efforts in the service of the company.
12. You shall do everything within your duties and take precaution to safeguard the organization's property and interests and to prevent any loss or damages to organization's property caused due to negligence, mishandling or non - performance during the course of your duties or otherwise.
13. If at any time it is found that you had at the time of appointment or thereafter given false information regarding your name, age, parentage, qualification, previous experience, state of health or any other personal information knowing it to be false, or knowingly suppressed any such information, your employment in the organization will stand terminated from the day a communication in this regard is posted and delivered to you, without payment of any compensation or any benefits whatsoever.
14. You shall not take any papers, books, documents, computer software materials, or any other property of the organization out of the work place/ premises nor shall you in any way at any time disclose, divulge to anybody or make public any information or matter concerning the activities, accounts, transactions, dealings, trade/ business secrets, or information relating to or of the organization or its business or otherwise, whether the same may be confided in you or become known to you in the course of your employment or otherwise, not only during your service but even after you cease to be in the service of the organisation. You shall be responsible for and shall take care of all books, computer software materials, documents or any other property/ies of the company generally and specifically entrusted to you.
15. In the event of your leaving the service of the company either by termination or your deciding to leave our employment of your own or by retirement or for any other reason, then you will be obliged to account for and return any property including cash if any in your custody or charge or due from you and all books and records of the company in your possession. Your failure to comply with the same shall give the right to the organization to withhold your salary, monetary benefits, dues and property apart from any other action which the organization shall deem fit to initiate against you in the matter.
16. You are required to submit the following documents and certificates in original at the time of your joining duties.
 - a) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
 - b) Documents in proof of your educational and other technical qualifications and previous experience if any.

If the above terms and conditions are acceptable to you, you may return the duplicate copy of the letter duly signed signifying your acceptance and report for duty on **10/06/2023** at **ARASAVALLI** after complying with the aforesaid conditions of employment.

We welcome you and hope our association will be long and mutually rewarding.

Yours faithfully,

for MUTHOOT MONEY LIMITED GL SOUTH



HEAD - HUMAN RESOURCE



MUTHOOT MONEY LIMITED GL SOUTH

Building No.3-6-211, 2rd Floor,
Grandpas Royal Mansion Main Road near Liberty X Road,
Himayath Nagar, Hyderabad, TELANGANA - 500029
Tel: 04023229204 | Email:hr@hr.com |

Ref: 022GS-CDR/00220/24

Date:10/03/2023

KOTEDDI HEMANTH REDDY
(MG00725)

Sub: LETTER OF APPOINTMENT

With reference to your application dated 20/05/2019, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from 10/05/2023 on the following terms and conditions:

1. You will be on probation for a period of six month's from date of joining. The Management may at its sole and absolute discretion decide to extend your probation for such period/s as it deems fit and proper. You shall not be deemed to be confirmed in the service of the company after completion of the probationary period of six month's or the extended probationary period/s, unless you are specifically informed in writing to that effect. If your performance or conduct is not satisfactory or any adverse reports received regarding your antecedents, your service will be terminated at any time during the period of probation or extended period of probation without any notice or payment lieu of notice. The company management will be the sole judge as to the question of your work and /or performance being satisfactory or not and as to whether you are suitable to the organization or not and the decision of the company management shall be binding on you .On successful completion of your probation period /extended probation period, you will be confirmed in the regular services of the Company as JUNIOR RELATIONSHIP EXECUTIVE and posted to any Branch/ Offices, depending upon the requirement of the Company.
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5. If you desire to withdraw your placement before one year of service, you shall full fill the terms and conditions mentioned in the letter of undertaking given by you. If it is after one year, you shall give thirty day's notice or thirty day's salary in lieu of such notice to the organization of your intention to do so.
6. At the time of your joining or at any time during your employment in the organization the Management shall have the right to require you to subject yourself for medical examination at the organization's cost by any Registered Medical Practitioner of the choice of the organization. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited if such detection is made prior to your confirmation and if it is after your confirmation, your service will then be terminated by giving you thirty day's notice or salary in lieu of notice.
7. During your employment with the organization you shall be subject to such rules and regulations as are made by the organization from time to time at its discretion, whether they are individually notified to you or not. In the interest of this organisation, you agree that, you will not be taking up any other assignments with any of the competitive firms of this company (viz. other non - banking finance companies or scheduled banks doing gold loan business) within 2 years of date of relief.
8. If you absent from work without leave, intimation / permission continuously for a period of 15 days or more, you shall be deemed to have abandoned your employment with the company with effect from the date of commencement of such absence.

1. You will work in the Section / Department wherever you are placed and shall discharge the duties assigned to you from time to time to the utmost satisfaction of the organization. Salary will not accrue or become due or payable to you unless you have actually executed or carried out the work assigned to you by the Management. You shall also work extra time on normal working days and also on weekly / paid holidays whenever called upon to do so depending on exigencies of work of the organization.
2. Your services are liable to be transferred from one post to another, from one job to another, from one Department to another or to any of the organization's offices/branches or work place or sites or any sister concerns/ divisions any where in India whether existing or to be opened in future.
3. You shall not engage yourself directly or indirectly in any other business or employment while you are in the service of the company and you shall devote your whole time and best skill and efforts in the service of the company.
4. You shall do everything within your duties and take precaution to safeguard the organization's property and interests and to prevent any loss or damages to organization's property caused due to negligence, mishandling or non - performance during the course of your duties or otherwise.
5. If at any time it is found that you had at the time of appointment or thereafter given false information regarding your name, age, parentage, qualification, previous experience, state of health or any other personal information knowing it to be false, or had knowingly suppressed any such information, your employment in the organization will stand terminated from the day a communication in this regard is posted and delivered to you, without payment of any compensation or any benefits whatsoever.
6. You shall not take any papers, books, documents, computer software materials, or any other property of the organization out of the work place/ premises nor shall you in any way at any time disclose, divulge to anybody or make public any information or matter concerning the activities, accounts, transactions, dealings, trade/ business secrets, or information relating to or of the organization or its business or otherwise, whether the same may be confided in you or become known to you in the course of your employment or otherwise, not only during your service but even after you cease to be in the service of the organization. You shall be responsible for and shall take care of all books, computer software materials, documents or any other property/ies of the company generally and specifically entrusted to you.
7. In the event of your leaving the service of the company either by termination or your deciding to leave our employment of your own or by retirement or for any other reason, then you will be obliged to account for and return any property including cash if any in your custody or charge or due from you and all books and records of the company in your possession. Your failure to comply with the same shall give the right to the organization to withhold your salary, monetary benefits, dues and property apart from any other action which the organization shall deem fit to initiate against you in the matter.
8. You are required to submit the following documents and certificates in original at the time of your joining duties.
 - a) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
 - b) Documents in proof of your educational and other technical qualifications and previous experience if any.

If the above terms and conditions are acceptable to you, you may return the duplicate copy of the letter duly signed signifying your acceptance and report for duty on **10/05/2023** at **HYDERABAD** after complying with the aforesaid conditions of employment.

We welcome you and hope our association will be long and mutually rewarding.

Yours faithfully,

for MUTHOOT MONEY LIMITED GL SOUTH



HEAD - HUMAN RESOURCE



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Ref: 022GS-CDR/00220/24

Date:10/03/2023

JAGANNADHA SAHU
(MG00825)

Sub: LETTER OF APPOINTMENT

With reference to your application dated 20/05/2019, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from 10/05/2023 on the following terms and conditions:

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2. You will be paid salary of Rs.17,000.00 (Rupees Seventeen Thousand Only) per month during your period of probation including all allowances. You will be eligible for Contributory Provident Fund, ESI, etc as per the rules of Company.
3. If you are confirmed in the service of the company your age of retirement will be 55 years and your date of birth determined will be as per your declaration in the employment application based on the proof of age furnished by you. The Management may at its sole and absolute discretion to re-employ you on such terms and conditions and for such duration as may be decided by the company.
4. After you are confirmed, your service with the company may be terminated with thirty day's notice in writing from either side or salary in lieu of notice. However in case of misconduct or indiscipline on your part the company reserves the right to terminate your service without any notice or salary in lieu of notice.
5. If you desire to withdraw your placement before one year of service, you shall full fill the terms and conditions mentioned in the letter of undertaking given by you. If it is after one year, you shall give thirty day's notice or thirty day's salary in lieu of such notice to the organization of your intention to do so.
6. At the time of your joining or at any time during your employment in the organization the Management shall have the right to require you to subject yourself for medical examination at the organization's cost by any Registered Medical Practitioner of the choice of the organization. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited if such detection is made prior to your confirmation and if it is after your confirmation, your service will then be terminated by giving you thirty day's notice or salary in lieu of notice.
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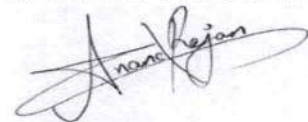
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3. You shall not engage yourself directly or indirectly in any other business or employment while you are in the service of the company and you shall devote your whole time and best skill and efforts in the service of the company.
4. You shall do everything within your duties and take precaution to safeguard the organization's property and interests and to prevent any loss or damages to organization's property caused due to negligence, mishandling or non - performance during the course of your duties or otherwise.
5. If at any time it is found that you had at the time of appointment or thereafter given false information regarding your name, age, parentage, qualification, previous experience, state of health or any other personal information knowing it to be false, or had knowingly suppressed any such information, your employment in the organization will stand terminated from the day a communication in this regard is posted and delivered to you, without payment of any compensation or any benefits whatsoever.
6. You shall not take any papers, books, documents, computer software materials, or any other property of the organization out of the work place/ premises nor shall you in any way at any time disclose, divulge to anybody or make public any information or matter concerning the activities, accounts, transactions, dealings, trade/ business secrets, or information relating to or of the organization or its business or otherwise, whether the same may be confided in you or become known to you in the course of your employment or otherwise, not only during your service but even after you cease to be in the service of the organization. You shall be responsible for and shall take care of all books, computer software materials, documents or any other property/ies of the company generally and specifically entrusted to you.
7. In the event of your leaving the service of the company either by termination or your deciding to leave our employment of your own or by retirement or for any other reason, then you will be obliged to account for and return any property including cash if any in your custody or charge or due from you and all books and records of the company in your possession. Your failure to comply with the same shall give the right to the organization to withhold your salary, monetary benefits, dues and property apart from any other action which the organization shall deem fit to initiate against you in the matter.
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Yours faithfully,

for **MUTHOOT MONEY LIMITED GL SOUTH**



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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



MUTHOOT MONEY LIMITED GL SOUTH

Building No.3-6-211, 2rd Floor,
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Tel: 04023229204 | Email:hr@hr.com |

Ref: 022GS-CDR/00220/24

Date:10/03/2023

AKUNDI RATNASREE
(MG00925)

Sub: LETTER OF APPOINTMENT

With reference to your application dated 20/05/2019, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from 10/05/2023 on the following terms and conditions:

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for MUTHOOT MONEY LIMITED GL SOUTH



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PRINCIPAL
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ETCHERLA, Srikakulam-532410 (A.P)



MUTHOOT MONEY LIMITED GL SOUTH

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Tel: 04023229204 | Email:hr@hr.com |

Ref: 022GS-CDR/00220/24

Date:10/03/2023

ANAKAPALLI HARISH
(MG01025)

Sub: LETTER OF APPOINTMENT

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Yours faithfully,

for **MUTHOOT MONEY LIMITED GL SOUTH**



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PRINCIPAL

**Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)**



MUTHOOT MONEY LIMITED GL SOUTH

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Tel: 04023229204 | Email:hr@hr.com |

Ref: 022GS-CDR/00220/24

Date:10/03/2023

JADDU RAMYA
(MG01125)

Sub: LETTER OF APPOINTMENT

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 - a) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
 - b) Documents in proof of your educational and other technical qualifications and previous experience if any.

If the above terms and conditions are acceptable to you, you may return the duplicate copy of the letter duly signed signifying your acceptance and report for duty on 10/05/2023 at HYDERABAD after complying with the aforesaid conditions of employment.

We welcome you and hope our association will be long and mutually rewarding.

Yours faithfully,

for MUTHOOT MONEY LIMITED GL SOUTH



HEAD - HUMAN RESOURCE



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TAP ACADEMY

CSR Activity Offer Letter - 2023

Dear Kancharana Yamini

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: K. Yamini

Email:

Mobile No:

College: Sri Venkateswara College of Engineering & Technology


Rohit Ravinder
Founder & CEO
TAP Academy


PRINCIPAL

Ph: 9538891203

Email: campus@thetapacademy.com

Bldg 3, Outer ring road, BTM 2nd Stage, Kuvempu Nagar, Stage 2,
Bengaluru, Karnataka - 560076



CSR Activity Offer Letter - 2023

Dear Kurmapu Prameela

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: K. Prameela

Email:

Mobile No:

College: (SVCE T)

Sri Venkateswara College of Engineering & Technology

PRINCIPAL

Sri Venkateswara College of Engineering & Technology

Ph- 9538891703

ETCHERLA, Sri Venkateswara - 532410 (A.P)

Bldg 3, Outer ring road, BTM 2nd Stage, Kuvempu Nagar, Stage 2, Bengaluru, Karnataka - 560076

Email: campus@thetapacademy.com

TAP ACADEMY
 Authorised
 Signature
Rohit Ravinder
 Founder & CEO
 TAP Academy



CSR Activity Offer Letter - 2023

Dear Gedela Rajasekhar

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: Gedela. Raja sekhar

Email:

Mobile No:

College: Sri Venkateswara college of
engg & Technology


Rohit Ravinder
Founder & CEO
TAP Academy


PRINCIPAL

Ph: 9538881203

Sri Venkateswara College of Engineering & Technology

TECHNICAL CAMPUS

Blng 3, Outer ring road, BTM 2nd Stage, Kuvempu Nagar, Stage 2,
Bengaluru, Karnataka - 560076

E-mail: campus@thetapacademy.com

TAP ACADEMY

CSR Activity Offer Letter - 2023

Dear Mukkala Uday Shankar

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: Mukkala Uday Shankar

Email:

Mobile No:

College: Sri Venkateswara college of Engineering & Technology


Rohit Ravinder
Founder & CEO
TAP Academy


PRINCIPAL

Ph: 9538881203

Email: campus@taptapacademy.com

Sri Venkateswara College of Engineering & Technology
BICHNERLA, Sivakulam-54

Block 3, Outer ring road, BTM 2nd Stage, Kuvempu Nagar, Stage 2,
Bengaluru, Karnataka -560076



CSR Activity Offer Letter - 2023

Dear Arangi Suresh

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: Arangi Suresh

Email:

Mobile No:

College: Sri Venkateswara College of Engineering & Technology


Rohit Ravinder
Founder & CEO
TAP Academy


PRINCIPAL

Ph- 9538881203

E-mail- campus@taptacademy.com

Sri Venkateswara College of Engineering & Technology

High 3, Outer ring road, BTM 2nd Stage, Kuvempu Nagar, Stage 2,
Bengaluru, Karnataka - 560076



CSR Activity Offer Letter - 2023

Dear Paila Rani

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: P. RANI

Email:

Mobile No:

College: SRI VENKTESWARA College of
Engineering and Technology


Rohit Ravinder
Founder & CEO
TAP Academy


PRINCIPAL

Ph- 9538881203

Email- campus@thetapacademy.com

Sri Venkateswara College of Engineering and Technology
Bldg 3, Outer Ring road, BTM 2nd Stage, Kuvempu Nagar, Stage 2,
ECHERLA, Saranahalli, Bengaluru, Karnataka - 560076



CSR Activity Offer Letter - 2023

Dear Devara Setti Tanuja

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: D. Tanuja

Email:

Mobile No:

College: Sri Venkateswara College of
Eng and Technology


Rohit Ravinder
Founder & CEO
TAP Academy


PRINCIPAL

Ph: 9538891209

Email: campus@theTapAcademy.com

Sri Venkateswara College of Engineering & Technology

ETC/HERLA, Sakaralam 537410

Office: Outer ring road, BTM 2nd Stage, Kuvempu Nagar, Stage 2,
Bengaluru, Karnataka - 560076

CSR Activity Offer Letter - 2023

Dear Gr. Monika priya

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: Gainedi Monika priya

Email: priyagainedi8@gmail.com

Mobile No: 7093938141

College: Sri Venkateswara College of Engineering & Technology



Rohit Ravinder
Founder & CEO
TAP Academy


PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

CSR Activity Offer Letter - 2023

Dear Pantala Anitha

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: pantala . Anitha

Email: pantalaanitha08@gmail.com

Mobile No: 7032454915

College: Sri Venkateswara College of
Engineering and Technology


Rohit Ravinder
Founder & CEO
TAP Academy


PRINCIPAL

Sri Venkateswara College of Engineering & Technology

ETCHERLA, Srikakulam-532410

3, Outer ring road, BTM 2nd Stage, Kuvempu Na
Bengaluru, Karnataka - 560076

CSR Activity Offer Letter - 2023

Dear P. Vasu devarao

Congratulations on getting selected for Tap Academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the CSR Batch 2023 (FREE Training & Placements).

Classes will be conducted OFFLINE after your final semester.

A detailed Email will be sent to your registered Email ID mentioning date from TAP Academy.

Benefits:

1. Advanced industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: - Training will be for 3 months & next 2 months paid internship.

- This offer letter is not transferable.

- This offer letter valid for 30 days after batch date announcement.

Please fill the below details and submit while enrolling for course:

Name: P. VASUDEVARAO

Email: vasu.prince82@gmail.com

Mobile No: 8179702106

College: SRI VENKATESWARA COLLEGE
OF ENGINEERING AND
TECHNOLOGY



Rohit Ravinder
Founder & CEO
TAP Academy


PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

SLN BUILDCON INDIA PRIVATE LIMITED

H.NO: 7-1/627/MIG, 4THFLOOR, SLNDREAMKEY, NALLAGANDLAHUDA, SERILINGAMPALLY,
HYDERABAD, TELANGANA, INDIA – 500019.

Offer Letter

Date : 12-03-2023

Ref: SLN/HRD/22-23/81

MAJJI RAMBABU,

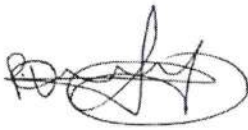
Dear MAJJI RAMBABU,

We are pleased to offer you a position in our company as “Graduate Engineer Trainee” based on your educational qualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer letter is valid up to **4-May-2023**. Your salary will be Rs 1,92,000/- CTC Per Annum. Work Location Will be in Hyderabad, Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SR HR Generalist
SLN BUILDCON INDIA Private Limited



Authorized Signatory



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

SLN BUILDCON INDIA PRIVATE LIMITED

H.NO: 7-1/627/MIG, 4THFLOOR, SLNDREAMKEY, NALLAGANDLAHUDA, SERILINGAMPALLY,
HYDERABAD, TELANGANA, INDIA – 500019.

Offer Letter

Date : 12-03-2023

Ref: SLN/HRD/22-23/88

MALUGU NARENDRA,

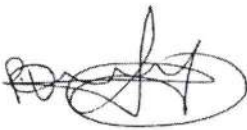
Dear MALUGU NARENDRA,

We are pleased to offer you a position in our company as “Graduate Engineer Trainee” based on your educational qualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer letter is valid up to **4-May-2023**. Your salary will be Rs 1,92,000/- . CTC Per Annum. Work Location Will be in Hyderabad, Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SR HR Generalist
SLN BUILDCON INDIA Private Limited



Authorized Signatory

ETCHERLA, SRINIVAS 2410 (A.P)
SRINIVAS 2410 (A.P)
ETCHERLA, SRINIVAS 2410 (A.P)

Fwd: JOB

1 message

Bhargav Kumar <bhargavkumar418@gmail.com>
To: 3esvcet@gmail.com

Wed, Jun 28, 2023 at 10:18 AM

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

From: Adarsh Jakhmola <adarsh.jakhmola@byjus.com>
Date: Fri, Jun 2, 2023, 9:08 PM
Subject: JOB
To: <bhargavkumar418@gmail.com>

Dear Bhargav kumar ,

(BYJU'S)

Congratulations on being shortlisted at BYJU'S – The Learning App for the Business Development Associate position. Kindly go through the email for a better understanding.

Sector: Sales and Business Development in one of the fastest-growing sectors.

Working Days: 6 days work week

CTC: Rs.7-8 Lakhs (Rs.4-5 Lakhs {Fixed pay} and Rs. 3 Lakhs {Incentive Pay})

What we are looking for: A go-getter who has a knack for sales and a keen interest in helping students learn better.

Job Profile: Business Development Associate (BDA)

We take pride in letting you know that you are interviewing with the world's largest Edtech Company and the reason for our exceptional growth lies in the DNA that we have. A true Byjuite defines his/her own limits in terms of efforts and rewards. There is no bar on the amount of incentive you can earn. The average incentive earned by a BDA in the system is around 30k monthly but our best associates make even 70-80k of incentives every month apart from their fixed salary. On average, a performing associate gets his 1st opportunity in 1.5-2 years to become a manager and head a team of 20 people. And we have seen the best of the associates can even become a manager even before completing a year.

The entire development journey will have two phases:

1-day Virtual Workshop
3 weeks OJT (On Job Training)

The entire role will be for 6 days a week (Monday would be an off). The assessment parameters will include performance metrics, process adherence, behavioral aspects, quality audits, and feedback from the manager/ trainer and HR Team. Upon successfully passing the training program, you become eligible to be offered the role of BDA - Inside Sales at 8 LPA (5 fixed + 3 variable). You will be able to start the job in the offered 'Role location' only after you join the organization as a BDA.

If you want to register for Sales Role, please do the registration:- <https://forms.gle/P5dv8g33wwxWaVgx6>

IF you are interested please share your email id and RESUME on whatsapp +91-9318494324

Regards,

TEAM BYJU'S

Recruitment Team

SIL/HR/2023-2024/ 90100660

Date: 10th Jan. 24

Mr. Urjana Ganapathi,
S/O: Urjana Appayya,
241, Colony Polaki Mandalam,
Urjam, Srikakulam Dist.,
Andhra Pradesh – 532 429

Subject: - Appointment Letter

Dear Mr. U. Ganapathi.


Further to your application and subsequent interview you had with us, we are pleased to inform you that you had been appointed as “**Jr. Sales Executive**” in **Sales & Marketing** Department in **Sheet Division** in our organization with effect from **1st January 2024** for Location **Vijaywada – Andhra Pradesh**, on the following terms & conditions:

1. **Salary**
Your annual CTC will be Rs. **2,95,436/-** (In word **Two Lakh Ninety Five Thousand Four Hundred Thirty Six Only per annum**) which includes Basic and all allowances. The breakup of the annual CTC is detailed in the annexure – ‘A’.
2. **Probation**
You will be on probation for a period of six months from the date of joining the organization. During the period of probation, your services may be terminated by giving 24 hours' notice or salary thereof in lieu of notice without giving any reason whatsoever. The Management will have the right to extend your probation period at its sole discretion and until you are informed in writing that you are confirmed, you will continue to remain on probation. Salary increments will be at sole discretion of the Company and shall depend upon Company performance & individual performance.
3. **Leaves**
You will be entitled to leave as per the Rules of the Company. Privilege leaves in the first year of service will be available upon successful completion of probation period or a maximum completion of six months from the date of joining.
4. **Transfer**
The management reserves its right to transfer your services to any of its department, division, office, branch and unit or any of its group associate company or concern in India whether existing at present or which may be opened or acquired by the Company subsequently on the same terms and conditions at the absolute discretion of the management without assigning any reason whatsoever.
5. **Rules & Regulations**
You will be subjected to the Model Standing Orders and/or such other rules of the Company in force at present and as varied from time to time.
6. **Duty of Secrecy & Confidentiality**
 - a) You shall not divulge any information/ data gained by you during your service with us to any individual / investigative agency/ competitors. Any violation in this regard will be viewed very seriously and suitable legal action shall be initiated against you by the management.

Subject to Pune Jurisdiction only


PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

- 
- b) During the period of your employment with the Company, you will not work directly or Indirectly for any other person/s, firm or company / organization, either with or without remuneration or you will not engage yourself or be introduced directly or indirectly in any trade or business either as a proprietor or employee or partner or advisor or in any other capacity whatsoever.
 - c) You shall maintain absolute secrecy of any knowledge or information related to the company that you may come across during your services with the company and you shall not part with the same to any other person/s, firm or company / organization in any manner whatsoever and you shall be bound to maintain all confidential information and knowledge strictly confidential. The Company will also have the right to patent any inventions that may be made by you in the course of your work with the Company.
 - d) During the period of your employment with the company, you will fruitfully disclose all the correct information to your superiors / management & any withholding of information or wrong disclosure of information, dishonesty during the course of employment will invite disciplinary action.
 - e) Any work undertaken of developing of art or design or copyright or trademark or patent whether registered or not, by the employee during the period of his employment should be property of the company and should not be disclosed to the outside parties during or after the employment.
 - f) You shall not without prior permission of the Company in writing, which will not be unreasonably withheld, publish any book or brochure or article or tweeting on social network concerning any matter which relates to any activity of the company and you will not make any statement/s through any social network against Company.
 - g) You shall not take any papers, books, computer software, materials, documents or any other property of the organization out of the work premises, nor shall you, in the way, at any time/s disclose, divulge to anybody or make public any information or matter concerning the activities, accounts, transactions, dealings, trade/business secrets, or information relating to or of the organization or its business or otherwise, whether the same may be confined in you or become known to you in the course of your employment or otherwise, not only during your service, but even after you cease to be in the services of our organization.
 - h) A breach of any of the above undertaking on your part will justify your summary dismissal by the company. As an independent obligation, you shall also indemnify the Company of all losses and damages resulting from your breach as aforesaid.


7. Non-Solicitation of Customer or Company's staff

You agree with the Company that you will not for the period of one year after the termination of this agreement for any cause whatsoever on your own behalf or on behalf of any person, firm or company directly or indirectly;

- a) Canvass, procure, solicit or endeavor to take away from the Company, the business of any person who are or have been customer or client of the Company. The expression "customer or client of the Company" included all person, business, corporation or any third party who was invoiced with SIL in any manner during the one year preceding your termination of employment.
- b) If at any time in future, on resignation from the services of the Company, or are terminated or whatsoever may be the reason for your separation from the services, you shall not work in any other (competitor) organization / company / firm, etc. who are dealing in similar products that the Company may deal into at the time of your relieving, for a minimum period of three year from the date of your being relieved from the Company.

8. Termination

- a) After the successful completion of the probation period SIL (Sahyadri Industries Ltd) may terminate this employment for cause, by providing thirty (30) days' notice in writing to Employee. Likewise, Employee is required to give thirty (30) days' notice of termination of this employment through resignation. SIL may, at its discretion, pay remuneration in lieu of some or all this notice period. Similarly, the employee may pay to SIL, the remuneration in lieu of the notice period. SIL's decision will be final & binding on the employee on this matter.

- 
- b) During the tenure of your employment, if you remain absent for more than ten consecutive days or overstay the sanctioned leave for more than ten consecutive days without any justifying reason and intimation to the Company, it will be treated that you are no more interested in the services of the Company, and your employment with the Company will come to an end automatically and your name will be removed from the muster roll of the Company.
 - c) The management reserves the right to terminate your services without giving any notice or compensation in lieu thereof in case you are involved in any criminal proceedings, insolvency, bankruptcy, etc.
 - d) If at any time during your employment, you are found guilty of misconduct or any willful breach or continuous negligence of the terms of this appointment letter or rules in connection with or relating to dereliction of duties and/or instructions given to you from time to time, the management may, without any notice or payment in lieu of notice, put an end and terminate the employment with the organization. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and you shall therefore continue to be liable for all losses, damages to the organization and will not act in any prejudicial manner to the interest of the same.

9. **Others**


- a) Whenever you change your present / local residential address for any reason, you shall intimate the changes to the management immediately.
- b) On retirement or earlier termination of this employment in any manner, you shall hand over all papers, documents and other property belongings to the company or which have been entrusted to you or received by you in the course of your employment with the company.
- c) You will automatically retire without any notice on your reaching the age of **58 years**. Should you continue in service even after attaining the age of retirement, you can be retired thereafter by giving you one month's notice or salary in lieu thereof.
- d) Whenever you change your present / local residential address for any reason, you shall intimate the changes to the management immediately.
- e) If it is found that any information / statement furnished by you in your application is incorrect, you shall be liable for disciplinary action which can result in your dismissal from the services of the company with liquidated damages such as salary benefits and others.

10. **Full & Final Process will be complete within 30 days after last day of working.**

In case of any dispute arising out of or relating to this appointment letter or arising out of or in connection with the Company, it shall be to the exclusive jurisdiction of Pune Courts only

We are glad to welcome you to the SWASTIK FAMILY and hope that your association with us will prove to be of mutual benefit.

For **SAHYADRI INDUSTRIES LTD.**



SHALAKA BHALERAO
DGM - HR & IR

I accept the appointment on basis
of above terms and conditions.

Dear **KRISHNA KUMAR MANDAL**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

- The period of training shall be start from date 01-05-2020 and end date 31/05/2020 and the same shall be extended based on performance.
- It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period.
- During the course of this training programmer, you would be going through online session on the followings:
 - a. Machine Skills
 - b. Personality Development and
 - c. Technical Skills
- You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
- You shall maintain a record of the details of your On Job Training during your On Job Training period.
- You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - ii. Neither engages in any conduct which is detrimental to the interest of TalentPro Foundation nor receives any payments of any nature directly or indirectly unless agreed to by TalentPro Foundation Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.
 - iii. Comply with the safety, health and other rules and regulations of TalentPro Foundation that you have been made aware of.

This is a System generated document. Any unauthorized use, disclosures, dissemination, or copying of this document is strictly prohibited and may be unlawful

TALENTPRO FOUNDATION

event: You're On Job training can be terminated without payment of any Stipend in the

- If you are found indulging in gainful employment with any third party and If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/Surgeon attached to any Government Hospital)
- You agree to defend, indemnify and hold TalentPro Foundation harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Course Registration Letter or for misconduct or for violation of any law or creation of any legal liability by you.

You shall be entitled to a consolidated stipend an amount of Rs.14500/-.You hereby authorize TalentPro Foundation to make all payments required to be made to you by TalentPro Foundation either by way of Cheque or by directly crediting the amounts to your bank account.

- Your consolidated Stipend would be inclusive of the Employee Compensation Policies as specified herein.

Particulars	Amounts
Salary	14500
Attendance Bonus	2000
Total Amount	16500
Amount In Words(Rs)	Sixteen Thousand Five Hundred only

• If you fail to submit the below listed documents, within 15 working days from the date of you receiving this course registration letter:

1. Copy of your Aadhaar Card
2. Copy of first sheet of your Bank Passbook and/or copy of a cancelled cheque along with bank details for stipend credit
3. Copy of highest educational qualification certificate

If documents furnished by you are found to be false at any point in time.

ENDORSEMENT

I hereby confirm acceptance of the above Course Registration letter, on the terms and conditions stipulated therein and hereby declare that (1) I am currently not employed (Part Time / Full Time / Fixed Term Contract) for gains with any third party and that I hold a Graduate / Diploma Certificate from a recognised university or am pursuing a Graduate / Diploma Course from a recognised University (2) On the date of Commencement of the On Job Training I shall be/ am above the age of 16 years and during the subsistence of the On Job Training Period, I shall not exceed the age of 40 years (3) I am mentally and physically fit to undergo the On Job Training as specified in this Course Registration Letter.

TALENTPRO FOUNDATION

I hereby confirm that with the acceptance of my first Stipend it will be a conclusive proof of my acceptance of the terms and conditions laid out in this Course Registration Letter. I understand and agree that this Course Registration Letter does not confer employment by TalentPro Foundation or any guarantee of employment.

For TalentPro Foundation

Accepted and Agreed



(Authorized Signatory)

Signature and date:

(Authorized Signatory)

Note: The acknowledged copy to be dispatched to

below mentioned address:

Talent Pro India HR Pvt. Ltd.
Corporate office: III Floor, New No : 64 Old No : 30, Ethiraj Salai,
Egmore Chennai – 600 008, Ph: 91-44-42123501 Fax: 91-44-
42123499



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 21-03-2023

Dear **DEEPAK KUMAR**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

- The period of training shall be start from date 01-05-2020 and end date 31/05/2020 and the same shall be extended based on performance.
- It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period.
- During the course of this training programmer, you would be going through online session on the followings:
 - a. Machine Skills
 - b. Personality Development and
 - c. Technical Skills
- You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
- You shall maintain a record of the details of your On Job Training during your On Job Training period.
- You hereby agree to be liable for the following terms and conditions:

i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.

ii. Neither engages in any conduct which is detrimental to the interest of TalentPro Foundation nor receives any payments of any nature directly or indirectly unless agreed to by TalentPro Foundation Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.

iii. Comply with the safety, health and other rules and regulations of TalentPro Foundation that you have been made aware of.

****This is a System generated document. Any unauthorized use, disclosures, dissemination, or copying of this document is strictly prohibited and may be unlawful****

TALENTPRO FOUNDATION

event: You're On Job training can be terminated without payment of any Stipend in the

- If you are found indulging in gainful employment with any third party and If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/Surgeon attached to any Government Hospital)
- You agree to defend, indemnify and hold TalentPro Foundation harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Course Registration Letter or for misconduct or for violation of any law or creation of any legal liability by you.

You shall be entitled to a consolidated stipend an amount of Rs.14500/-.You hereby authorize TalentPro Foundation to make all payments required to be made to you by TalentPro Foundation either by way of Cheque or by directly crediting the amounts to your bank account.

- Your consolidated Stipend would be inclusive of the Employee Compensation Policies as specified herein.

Particulars	Amounts
Salary	14500
Attendance Bonus	2000
Total Amount	16500
Amount In Words(Rs)	Sixteen Thousand Five Hundred only

• If you fail to submit the below listed documents, within 15 working days from the date of you receiving this course registration letter:

1. Copy of your Aadhaar Card
2. Copy of first sheet of your Bank Passbook and/or copy of a cancelled cheque along with bank details for stipend credit
3. Copy of highest educational qualification certificate

If documents furnished by you are found to be false at any point in time.

ENDORSEMENT

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For TalentPro Foundation

Accepted and Agreed



(Authorized Signatory)

Signature and date:

(Authorized Signatory)

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42123499



PRINCIPAL

**Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)**

TALENTPRO FOUNDATION

Date: 21-03-2023

Dear **SUJIT KUMAR**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

- The period of training shall be start from date 01-05-2020 and end date 31/05/2020 and the same shall be extended based on performance.
- It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period.
- During the course of this training programmer, you would be going through online session on the followings:
 - a. Machine Skills
 - b. Personality Development and
 - c. Technical Skills
- You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
- You shall maintain a record of the details of your On Job Training during your On Job Training period.
- You hereby agree to be liable for the following terms and conditions:

i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.

ii. Neither engages in any conduct which is detrimental to the interest of TalentPro Foundation nor receives any payments of any nature directly or indirectly unless agreed to by TalentPro Foundation Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.

iii. Comply with the safety, health and other rules and regulations of TalentPro Foundation that you have been made aware of.

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TALENTPRO FOUNDATION

event: You're On Job training can be terminated without payment of any Stipend in the

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- You agree to defend, indemnify and hold TalentPro Foundation harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Course Registration Letter or for misconduct or for violation of any law or creation of any legal liability by you.

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For TalentPro Foundation

Accepted and Agreed



(Authorized Signatory)

Signature and date:

(Authorized Signatory)

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Corporate office: III Floor, New No : 64 Old No : 30, Ethiraj Salai,
Egmore Chennai – 600 008, Ph: 91-44-42123501 Fax: 91-44-
42123499



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 21-03-2023

Dear **SHRAVAN KUMAR**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

- The period of training shall be start from date 01-05-2020 and end date 31/05/2020 and the same shall be extended based on performance.
- It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period.
- During the course of this training programmer, you would be going through online session on the followings:
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TALENTPRO FOUNDATION

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- If you are found indulging in gainful employment with any third party and If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/Surgeon attached to any Government Hospital)
- You agree to defend, indemnify and hold TalentPro Foundation harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Course Registration Letter or for misconduct or for violation of any law or creation of any legal liability by you.

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For TalentPro Foundation

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42123499



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION



Provisional offer of Appointment

SBERTND2931

10-03-2023

Mr./Ms GANDETI ASWINI

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301

Tel.: 0120-4104995, E-mail: info@smartbrains.in

CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

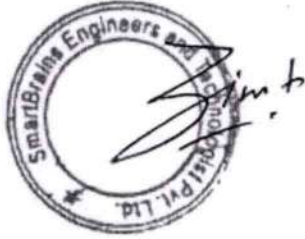
A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



**Binit Kumar
Manager**

I agree to accept the offer on the above-mentioned terms and conditions.

GANDETI ASWINI

Dated: 10-03-2023

Acceptance

PRINCIPAL

**Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)**



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND2766

10-03-2023

Mr./Ms CHINNALA SAIKUMARI

Congratulations!!!

We are pleased to appoint you in our company as **"L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator"**. You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in a faithful, competent and professional manner.
- The Project Process is hold by the client, if the project shuts down or gets cancelled, The Company is not liable to pay any compensation.

2. CODE OF CONDUCT

You need to maintain proper discipline, dignity and deal with all matters with sobriety. You must agree to observe work timings and holidays as applicable.

3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

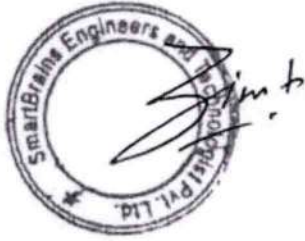
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We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



**Binit Kumar
Manager**

I agree to accept the offer on the above-mentioned terms and conditions.

CHINNALA SAIKUMARI

Acceptance

Dated: 10-03-2023

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Provisional offer of Appointment

SBERTND2601

10-03-2023

Mr./Ms DUPPATLA NIKHIL

Congratulations!!!

We are pleased to appoint you in our company as "**L1 Support Engineer-Networking / L1 Service Desk Engineer-Networking/Data Centre operator**". You shall be based at Our Client Preferred Location.

1. COMMENCEMENT OF EMPLOYMENT

- Your employment will be effective only, after filling the **Joining form of our Client**. Duties and Functions of your employment may be modified at the discretion of the Company from time to time.
- This offer of appointment is valid only till the date of joining, you have accepted and Committed as above and it will be automatically ceased in the event of your not joining us by the said date.
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3. DUTIES

- You are entrusted with duties that may be modified at the discretion of the company from time to time. You shall comply with all operating policies, procedures and practices of the company.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts.



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

- During the term of Agreement, you shall not directly or indirectly engage in any other business occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and shall not render any other commercial or professional services or participate in any other commercial activity.
- The Job shift can be rotational.

1. REMUNERATION

- Your starting gross remuneration package on cost to company basis (inclusive of all the Company's contribution) shall be INR. 18,500 per month Cost to Company for six months. **TDS (if any) will be deducted as per government rule.** Salary Revision can be done after Six Month up to 2.7 Lakh Per annum Cost to Company under Specific Conditions. Your Salary will be started crediting the moment you get deployed to our client.
- Be acknowledge that we are not committed to credit the salary before client deployment.

2. Minimum Service Tenure

- If the candidate attends the training but refuses in mid of training or doesn't attempt the Versant Test, will be fined with INR 15,000/-

3. NOTICE PERIOD / Full and Final Settlement

- It is mandatory to provide Three months' notice, failing to do so **will not entitle you for ANY salary.**
- Full and Final settlement will be done in 45 days from the last working day.

4. TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.
- Divulge or disclose, either directly or indirectly, any of the Confidential Information either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.



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1. CONFIDENTIALITY

In consideration of the employment with the Company and the remuneration that you shall receive during the employment, you agree to the following:

- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or make copies, of any documents, writings, drawings, materials or records that contain or are derived from any confidential Information.
- You will comply, and do all the things necessary to permit the Company to comply, with all the applicable laws and with the provisions of the contracts executed by the Company relating to intellectual property & safeguarding of information, including the Signing of any Confidentiality agreements if any, required in connection with the Performance of duties and function.
- All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also, the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

2. Checklist before Joining

We request you to produce us with a true copy of the below for our records.

- ✓ Age proof.
- ✓ Offer letter, relieving and experience letter from the previous employers if any.
- ✓ Educational certificates.
- ✓ 3 passport size photographs and Aadhar card.
- ✓ Salary certificate from the previous employer if any.
- ✓ PAN Card



SmartBrains Engineers & Technologist Pvt. Ltd.

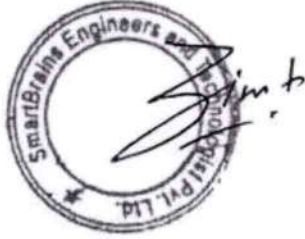
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CIN - U80301DL2009PTC196925

We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

In token of your acceptance of this offer, kindly sign and return the duplicate copy.

Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

I agree to accept the offer on the above-mentioned terms and conditions.

DUPPATLA NIKHIL

Dated: 10-03-2023

Acceptance

PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



SmartBrains Engineers & Technologist Pvt. Ltd.

A-25, Sector - 59, Noida - 201301
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Cost To Company (CTC) Breakup		
Particulars	Monthly	Yearly
Basic Salary	10000	120000
House Rent Allowance	5000	60000
Medical Reimbursement	0	0
Transport Allowance	0	0
Other Allowance	1659	19908
Total Gross Earnings	16659	199908
Contributions		0
Employee PF Contribution	1200	14400
Employer PF Contribution	1300	15600
Professional Tax	200	2401
Employee ESI	125	1500
Employer ESI	541	6492
Total Contributions	3366	40396
Take Home	15134	181609
Cost To Company	18500	222000

* Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules

Professional tax Deduction is not Applicable in Uttar Pradesh



Date: 21-01-2023

Name: **KINJARAPU SAI KUMAR**

Dear Mr. **KINJARAPU SAI KUMAR**

Letter Of Indent

We are pleased to engage you as **Trainee Engineer** for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

- The period of training shall be start from date **01-05-2023** and end date **31/05/2023** and the same shall be extended based on performance.
- It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period.
- During the course of this training programmer, you would be going through online session on the followings:
 - a. Machine Skills
 - b. Personality Developmentand
 - c. Technical Skills
- You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
- You shall maintain a record of the details of your On Job Training during your On Job Training period.
- You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - ii. Neither engages in any conduct which is detrimental to the interest of TalentPro Foundation nor receive any payments of any nature directly or indirectly unless agreed to by TalentPro Foundation Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.
 - iii. Comply with the safety, health and other rules and regulations of TalentPro Foundation that you have been made aware of.

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TALENTPRO FOUNDATION

event: You're On Job training can be terminated without payment of any Stipend in the

- If you are found indulging in gainful employment with any third party and If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/Surgeon attached to any Government Hospital)
- You agree to defend, indemnify and hold TalentPro Foundation harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Course Registration Letter or for misconduct or for violation of any law or creation of any legal liability by you.

You shall be entitled to a consolidated stipend an amount of Rs.14500/-.You hereby authorize TalentPro Foundation to make all payments required to be made to you by TalentPro Foundation either by way of Cheque or by directly crediting the amounts to your bank account.

- Your consolidated Stipend would be inclusive of the Employee Compensation Policies as specified herein.

Particulars	Amounts
Salary	14500
Attendance Bonus	2000
Total Amount	16500
Amount In Words(Rs)	Sixteen Thousand Five Hundred only

o If you fail to submit the below listed documents, within 15 working days from the date of you receiving this course registration letter:

1. Copy of your Aadhaar Card
2. Copy of first sheet of your Bank Passbook and/or copy of a cancelled cheque along with bank details for stipend credit
3. Copy of highest educational qualification certificate

If documents furnished by you are found to be false at any point in time.

ENDORSEMENT

I hereby confirm acceptance of the above Course Registration letter, on the terms and conditions stipulated therein and hereby declare that (1) I am currently not employed (Part Time / Full Time / Fixed Term Contract) for gains with any third party and that I hold a Graduate / Diploma Certificate from a recognised university or am pursuing a Graduate / Diploma Course from a recognised University (2) On the date of Commencement of the On Job Training I shall be/ am above the age of 16 years and during the subsistence of the On Job Training Period, I shall not exceed the age of 40 years (3) I am mentally and physically fit to undergo the On Job Training as specified in this Course Registration Letter.

TALENTPRO FOUNDATION

I hereby confirm that with the acceptance of my first Stipend it will be a conclusive proof of my acceptance of the terms and conditions laid out in this Course Registration Letter. I understand and agree that this Course Registration Letter does not confer employment by TalentPro Foundation or any guarantee of employment.

For TalentPro Foundation

Accepted and Agreed



(Authorized Signatory)

)

Signature and date:

(Authorized Signatory)

Note: The acknowledged copy to be dispatched to

below mentioned address:

Talent Pro India HR Pvt. Ltd.
Corporate office: III Floor, New No : 64 Old No : 30, Ethiraj Salai,
Egmore Chennai – 600 008, Ph: 91-44-42123501 Fax: 91-44-
42123499



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 21-01-2023

Name: **BUGATA AVINASH**

Dear Mr. **BUGATA AVINASH**

Letter Of Indent

We are pleased to engage you as **Trainee Engineer** for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS Penukonda Anantapur (dist)** with the following terms and Conditions:

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 - a. Machine Skills
 - b. Personality Developmentand
 - c. Technical Skills
- You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
- You shall maintain a record of the details of your On Job Training during your On Job Training period.
- You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - ii. Neither engages in any conduct which is detrimental to the interest of TalentPro Foundation nor receive any payments of any nature directly or indirectly unless agreed to by TalentPro Foundation Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.
 - iii. Comply with the safety, health and other rules and regulations of TalentPro Foundation that you have been made aware of.

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You shall be entitled to a consolidated stipend an amount of Rs.14500/-.You hereby authorize TalentPro Foundation to make all payments required to be made to you by TalentPro Foundation either by way of Cheque or by directly crediting the amounts to your bank account.

- Your consolidated Stipend would be inclusive of the Employee Compensation Policies as specified herein.

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TALENTPRO FOUNDATION

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For TalentPro Foundation

Accepted and Agreed



(Authorized Signatory)

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Signature and date:

(Authorized Signatory)

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Corporate office: III Floor, New No : 64 Old No : 30, Ethiraj Salai,
Egmore Chennai – 600 008, Ph: 91-44-42123501 Fax: 91-44-
42123499



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 21-03-2023

Dear **UPPADA BHASKARA SAI**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

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For TalentPro Foundation

Accepted and Agreed



(Authorized Signatory)

Signature and date:

(Authorized Signatory)

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42123499



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 21-03-2023

Dear **T.SAI RAJESH**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

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For TalentPro Foundation

Accepted and Agreed



(Authorized Signatory)

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42123499



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 21-03-2023

Dear **P.RAKESH BABU**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

- The period of training shall be start from date 01-05-2020 and end date 31/05/2020 and the same shall be extended based on performance.
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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Dear **P.DURGAPRASAD**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

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TALENTPRO FOUNDATION

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- You agree to defend, indemnify and hold TalentPro Foundation harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Course Registration Letter or for misconduct or for violation of any law or creation of any legal liability by you.

You shall be entitled to a consolidated stipend an amount of Rs.14500/-.You hereby authorize TalentPro Foundation to make all payments required to be made to you by TalentPro Foundation either by way of Cheque or by directly crediting the amounts to your bank account.

- Your consolidated Stipend would be inclusive of the Employee Compensation Policies as specified herein.

Particulars	Amounts
Salary	14500
Attendance Bonus	2000
Total Amount	16500
Amount In Words(Rs)	Sixteen Thousand Five Hundred only

• If you fail to submit the below listed documents, within 15 working days from the date of you receiving this course registration letter:

1. Copy of your Aadhaar Card
2. Copy of first sheet of your Bank Passbook and/or copy of a cancelled cheque along with bank details for stipend credit
3. Copy of highest educational qualification certificate

If documents furnished by you are found to be false at any point in time.

ENDORSEMENT

I hereby confirm acceptance of the above Course Registration letter, on the terms and conditions stipulated therein and hereby declare that (1) I am currently not employed (Part Time / Full Time / Fixed Term Contract) for gains with any third party and that I hold a Graduate / Diploma Certificate from a recognised university or am pursuing a Graduate / Diploma Course from a recognised University (2) On the date of Commencement of the On Job Training I shall be/ am above the age of 16 years and during the subsistence of the On Job Training Period, I shall not exceed the age of 40 years (3) I am mentally and physically fit to undergo the On Job Training as specified in this Course Registration Letter.

TALENTPRO FOUNDATION

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For TalentPro Foundation

Accepted and Agreed



(Authorized Signatory)

Signature and date:

(Authorized Signatory)

Note: The acknowledged copy to be dispatched to

below mentioned address:

Talent Pro India HR Pvt. Ltd.
Corporate office: III Floor, New No : 64 Old No : 30, Ethiraj Salai,
Egmore Chennai – 600 008, Ph: 91-44-42123501 Fax: 91-44-
42123499



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Dear **KALIVARAPU UDAY KIRAN**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

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- It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period.
- During the course of this training programmer, you would be going through online session on the followings:
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 - b. Personality Development and
 - c. Technical Skills
- You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
- You shall maintain a record of the details of your On Job Training during your On Job Training period.
- You hereby agree to be liable for the following terms and conditions:

i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.

ii. Neither engages in any conduct which is detrimental to the interest of TalentPro Foundation nor receives any payments of any nature directly or indirectly unless agreed to by TalentPro Foundation Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.

iii. Comply with the safety, health and other rules and regulations of TalentPro Foundation that you have been made aware of.

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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 21-03-2023

Dear **MANTOSH KUMAR**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

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Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Dear **RAMPATRUNI HARIKRISHNA**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

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PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 21-03-2023

Dear **SAMPATIRAO HARSHA VARDHAN**

Letter Of Indent

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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Dear **SELAGALA VENKATARAMANA**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

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PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Dear **BITTU KUMAR**

Letter Of Indent

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TALENTPRO FOUNDATION

Dear **CHALLA SURYAKIRAN**

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iii. Comply with the safety, health and other rules and regulations of TalentPro Foundation that you have been made aware of.

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TALENTPRO FOUNDATION

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Particulars	Amounts
Salary	14500
Attendance Bonus	2000
Total Amount	16500
Amount In Words(Rs)	Sixteen Thousand Five Hundred only

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1. Copy of your Aadhaar Card
2. Copy of first sheet of your Bank Passbook and/or copy of a cancelled cheque along with bank details for stipend credit
3. Copy of highest educational qualification certificate

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ENDORSEMENT

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For TalentPro Foundation

Accepted and Agreed



(Authorized Signatory)

Signature and date:

(Authorized Signatory)

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Talent Pro India HR Pvt. Ltd.
Corporate office: III Floor, New No : 64 Old No : 30, Ethiraj Salai,
Egmore Chennai – 600 008, Ph: 91-44-42123501 Fax: 91-44-
42123499



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 21-03-2023

Dear **ALAPANA GANESH**

Letter Of Indent

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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Dear **PARAS MANI**

Letter Of Indent

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Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 25-01-2021

Name: POTHALA JYOTSHNA

Dear POTHALA JYOTSHNA

Letter Of Indent

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ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 25-01-2021

Name: MAILAPALLI AKASH

Dear MAILAPALLI AKASH

Letter Of Indent

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ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 25-01-2021

Name: **TOTADA MANOJ**

Dear **TOTADA MANOJ**

Letter Of Indent

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PRINCIPAL

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ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 25-01-2021

Name: **TAMMIREDDY CHAITANYA**

Dear **TAMMIREDDY CHAITANYA**

Letter Of Indent

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TALENTPRO FOUNDATION

I hereby confirm that with the acceptance of my first Stipend it will be a conclusive proof of my acceptance of the terms and conditions laid out in this Course Registration Letter. I understand and agree that this Course Registration Letter does not confer employment by TalentPro Foundation or any guarantee of employment.

For TalentPro Foundation

Accepted and Agreed



(Authorized Signatory)

Signature and date:

(Authorized Signatory)

Note: The acknowledged copy to be dispatched to

below mentioned address:

Talent Pro India HR Pvt. Ltd.
Corporate office: III Floor, New No : 64 Old No : 30, Ethiraj Salai,
Egmore Chennai – 600 008, Ph: 91-44-42123501 Fax: 91-44-
42123499



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Dear **POTTI JANAKIRAO**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

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- It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period.
- During the course of this training programmer, you would be going through online session on the followings:
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- You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
- You shall maintain a record of the details of your On Job Training during your On Job Training period.
- You hereby agree to be liable for the following terms and conditions:

i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.

ii. Neither engages in any conduct which is detrimental to the interest of TalentPro Foundation nor receives any payments of any nature directly or indirectly unless agreed to by TalentPro Foundation Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.

iii. Comply with the safety, health and other rules and regulations of TalentPro Foundation that you have been made aware of.

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- You agree to defend, indemnify and hold TalentPro Foundation harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Course Registration Letter or for misconduct or for violation of any law or creation of any legal liability by you.

You shall be entitled to a consolidated stipend an amount of Rs.14500/-.You hereby authorize TalentPro Foundation to make all payments required to be made to you by TalentPro Foundation either by way of Cheque or by directly crediting the amounts to your bank account.

- Your consolidated Stipend would be inclusive of the Employee Compensation Policies as specified herein.

Particulars	Amounts
Salary	14500
Attendance Bonus	2000
Total Amount	16500
Amount In Words(Rs)	Sixteen Thousand Five Hundred only

If you fail to submit the below listed documents, within 15 working days from the date of you receiving this course registration letter:

1. Copy of your Aadhaar Card
2. Copy of first sheet of your Bank Passbook and/or copy of a cancelled cheque along with bank details for stipend credit
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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 21-03-2023

Dear **KOLLI YATEESHWAR**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 21-03-2023

Dear **MURAMARLA VENKATALAXMI**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam - 532410 (A.P)

TALENTPRO FOUNDATION

Date: 21-03-2023

Dear **BHAIRI NEERAJA**

Letter Of Indent

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TALENTPRO FOUNDATION

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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 21-03-2023

Dear **BORA RAMESH**

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

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TALENTPRO FOUNDATION

Date: 21-03-2023

Dear **SURAJBHAN SINGH RATHOR**

Letter Of Indent

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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 25-01-2021

Name: TAMMINENI SANTHOSH

Dear TAMMINENI SANTHOSH

Letter Of Indent

We are pleased to engage you as Trainee Engineer for **HYUNDAI Mobis India Module PVT LTD (HMIA) KIA MOTORS** Penukonda Anantapur (dist) with the following terms and Conditions:

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TALENTPRO FOUNDATION

event: You're On Job training can be terminated without payment of any Stipend in the

- If you are found indulging in gainful employment with any third party and If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/Surgeon attached to any Government Hospital)
- You agree to defend, indemnify and hold TalentPro Foundation harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Course Registration Letter or for misconduct or for violation of any law or creation of any legal liability by you.

You shall be entitled to a consolidated stipend an amount of Rs.14500/-.You hereby authorize TalentPro Foundation to make all payments required to be made to you by TalentPro Foundation either by way of Cheque or by directly crediting the amounts to your bank account.

- Your consolidated Stipend would be inclusive of the Employee Compensation Policies as specified herein.

Particulars	Amounts
Salary	14500
Attendance Bonus	2000
Total Amount	16500
Amount In Words(Rs)	Sixteen Thousand Five Hundred only

• If you fail to submit the below listed documents, within 15 working days from the date of you receiving this course registration letter:

1. Copy of your Aadhaar Card
2. Copy of first sheet of your Bank Passbook and/or copy of a cancelled cheque along with bank details for stipend credit
3. Copy of highest educational qualification certificate

If documents furnished by you are found to be false at any point in time.

ENDORSEMENT

I hereby confirm acceptance of the above Course Registration letter, on the terms and conditions stipulated therein and hereby declare that (1) I am currently not employed (Part Time / Full Time / Fixed Term Contract) for gains with any third party and that I hold a Graduate / Diploma Certificate from a recognised university or am pursuing a Graduate / Diploma Course from a recognised University (2) On the date of Commencement of the On Job Training I shall be/ am above the age of 16 years and during the subsistence of the On Job Training Period, I shall not exceed the age of 40 years (3) I am mentally and physically fit to undergo the On Job Training as specified in this Course Registration Letter.

TALENTPRO FOUNDATION

I hereby confirm that with the acceptance of my first Stipend it will be a conclusive proof of my acceptance of the terms and conditions laid out in this Course Registration Letter. I understand and agree that this Course Registration Letter does not confer employment by TalentPro Foundation or any guarantee of employment.

For TalentPro Foundation

Accepted and Agreed



(Authorized Signatory)

)

Signature and date:

(Authorized Signatory)

Note: The acknowledged copy to be dispatched to

below mentioned address:

Talent Pro India HR Pvt. Ltd.
Corporate office: III Floor, New No : 64 Old No : 30, Ethiraj Salai,
Egmore Chennai – 600 008, Ph: 91-44-42123501 Fax: 91-44-
42123499



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION



SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY

ISO 9001:2015 Certified

(Approved by AICTE, New Delhi, Affiliated to JNTUGV, Vizianagaram)

Office : +91 9705576693, email: principal_svcet@yahoo.com, website: www.svcet.info

HIGHER EDUCATION DETAILS

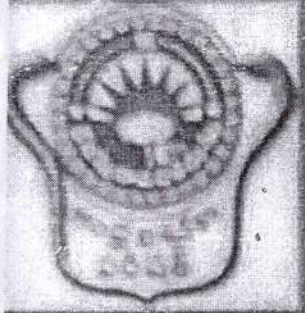
A.Y: 2022-23

S.No	Name of the Student who enrolled for Higher Education	Program Graduated from	Year of Graduation	Name of Institution Joined	Name of Program admitted to
1.	SIMMA VINAY	B.Tech-ME	2023	College of Engineering(A) ANDHRA UNIVERSITY, Visakhapatnam	M.Tech
2.	CHINTADA SHARMILA	B.Tech-CSE	2023	Sri Venkateswara College of Engineering and Technology, Etcherla, Srikakulam	M.B.A


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Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)



COLLEGE OF ENGINEERING (A)
ANDHRA UNIVERSITY
VISAKHAPATNAM-530 003

Ph Nos
0891-2844000
2844001

STUDENT IDENTITY CARD

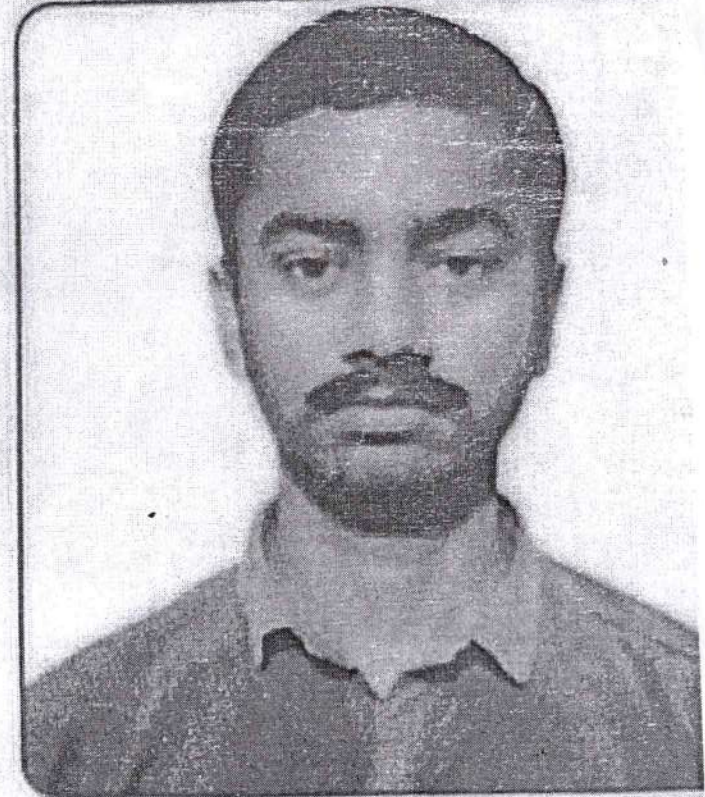
Regd.NO : 323206932015

Name : SIMMA VINAY

Course : M.Tech

Department : MEMH

Batch : 2023-2025



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P.)

Asantol
Principal



SRI VENKATESWARA

COLLEGE OF ENGINEERING & TECHNOLOGY
NH-16, Etcherla, Srikakulam. 532410
Approved by AICTE, Affiliated to JNTUGV

STUDENT IDENTITY CARD



CHINTADA SHARMILA

Course : MANAGEMENT
Department : MBA
Batch : 2023-2025
Blood Group : A+ve
Contact : 7672074584
Hall Ticket : 23MT1E0027
Address : Vamsadharacolony
Tekkali

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23MT1E0027

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of Engineering & Technology
Srikakulam-532410 (A.P)