



SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY

Accredited by NAAC with 'A' Grade

(Approved by AICTE, New Delhi; Affiliated to JNTUK, Kakinada; G.O.Ms.No. 101, Dt. 09-07-08)

NH-5, ETCHERLA-532410, SRIKAKULAM (Dist.), ANDHRA PRADESH

Web : www.svcet.info, Email : principal_svcet@yahoo.com

PLACEMENT CELL ANNUAL REPORT

A.Y: 2020-21

S.N.o	Name of the Student	Department	Company Name	Pay Package (INR ₹ per Annum)
1.	ATTADA KARTHEEK	CIVIL	VISHWANADH AVENUES	Rs. 1,80,000 /-
2.	B VINEETH KUMAR	CIVIL	VISHWANADH AVENUES	Rs. 1,80,000 /-
3.	BAGADI CHIRANJEEVI	CIVIL	VISHWANADH AVENUES	Rs. 1,80,000 /-
4.	BAMMIDI MALLI NAIDU	CIVIL	VISHWANADH AVENUES	Rs. 1,80,000 /-
5.	BAMMIDI UMAMAHESWARA RAO	CIVIL	VISHWANADH AVENUES	Rs. 1,80,000 /-
6.	BATTINI DHANALAKSHMI	CIVIL	VISHWANADH AVENUES	Rs. 1,80,000 /-
7.	KOMATI KAVITHA	CIVIL	VISHWANADH AVENUES	Rs. 1,80,000 /-
8.	GOLLA KANNABABU	CIVIL	VISHWANADH AVENUES	Rs. 1,80,000 /-
9.	GUNAPU LOKESH	CIVIL	VISHWANADH AVENUES	Rs. 1,80,000 /-
10.	ROUTHU VENKATA RAMANA	CIVIL	VISHWANADH AVENUES	Rs. 1,80,000 /-
11.	KONCHADA SRIVANI	CIVIL	VISHWANADH AVENUES	Rs. 1,80,000 /-
12.	SAVARA SURESH	CIVIL	SLN Buildcon India Private Ltd	Rs. 2,20,000 /-
13.	SAVARA VINOD KUMAR	CIVIL	SLN Buildcon India Private Ltd	Rs. 2,20,000 /-
14.	SUSHMA PANIGRAHI	CIVIL	SLN Buildcon India Private Ltd	Rs. 2,20,000 /-
15.	TANKALA JHANSI	CIVIL	SLN Buildcon India Private Ltd	Rs. 2,20,000 /-
16.	TUMULA SURENDRA KUMAR	CIVIL	SLN Buildcon India Private Ltd	Rs. 2,20,000 /-
17.	SAVARA MADHU	CIVIL	SLN Buildcon India Private Ltd	Rs. 2,20,000 /-
18.	PAIDIPEDDIGARI PRADEEP	CIVIL	SLN Buildcon India Private Ltd	Rs. 2,20,000 /-
19.	VAKADA SATISH	CIVIL	SLN Buildcon India Private Ltd	Rs. 2,20,000 /-
20.	YAJJALA PARVATHI	CIVIL	SLN Buildcon India Private Ltd	Rs. 2,20,000 /-
21.	YANDAVA AKASH	CIVIL	SLN Buildcon India Private Ltd	Rs. 2,20,000 /-
22.	YELISI RAJA RAJESWARI	CIVIL	SLN Buildcon India Private Ltd	Rs. 2,20,000 /-
23.	ALLAMSETTI BHAGAVAN	CIVIL	SLN Buildcon India Private Ltd	Rs. 2,20,000 /-
24.	GONDU RAMESH KUMAR	CIVIL	SLN Buildcon India Private Ltd	Rs. 2,20,000 /-
25.	IPPILI RATAN SRINIVAS	CIVIL	SLN Buildcon India Private Ltd	Rs. 2,20,000 /-
26.	MUDDADA APPANNA	CIVIL	APSP Battalions	Rs. 90,000 /-
27.	BADANA CHINNA RAO	EEE	HMI Engineering Services	Rs. 2,20,000 /-
28.	BANDARU MOHANA RAO	EEE	HMI Engineering Services	Rs. 2,20,000 /-
29.	BONTHU RAVI	EEE	HMI Engineering Services	Rs. 2,20,000 /-
30.	DHAVALA KRISHNA RAO	EEE	HMI Engineering Services	Rs. 2,20,000 /-
31.	M DURGAPRASAD	EEE	HMI Engineering Services	Rs. 2,20,000 /-
32.	P DEVENDRANAIDU	EEE	HMI Engineering Services	Rs. 2,20,000 /-
33.	RONANKI BHASKARA RAO	EEE	HMI Engineering Services	Rs. 2,20,000 /-
34.	SIRISETTI RAGHUNADHA RAO	EEE	HMI Engineering Services	Rs. 2,20,000 /-
35.	KAKARLA JAGADEESWARA RAO	EEE	HMI Engineering Services	Rs. 2,20,000 /-
36.	PILLA SYAM BABU	EEE	HMI Engineering Services	Rs. 2,20,000 /-
37.	PUTHI ATCHUTHA RAO	EEE	HMI Engineering Services	Rs. 2,20,000 /-

38.	REDDY MAHESH	EEE	HMI Engineering Services	Rs. 2,20,000 /-
39.	T SUNDAR DAYANIDHI	EEE	SUTHERLAND ENGINEERS	Rs 2,40,000 /-
40.	THOTA SAI RAJU	EEE	SUTHERLAND ENGINEERS	Rs 2,40,000 /-
41.	DUMPALA PAVAN KUMAR	EEE	SUTHERLAND ENGINEERS	Rs 2,40,000 /-
42.	GORLE INDRAJA	EEE	SUTHERLAND ENGINEERS	Rs 2,40,000 /-
43.	GURUGUBELLI VENKATA DURGA RAO	EEE	SUTHERLAND ENGINEERS	Rs 2,40,000 /-
44.	TARRA SANTOSH KUMAR	EEE	SUTHERLAND ENGINEERS	Rs 2,40,000 /-
45.	GURUGUBELLI YAMINI	EEE	SUTHERLAND ENGINEERS	Rs 2,40,000 /-
46.	BADI VINOD KUMAR	EEE	SUTHERLAND ENGINEERS	Rs 2,40,000 /-
47.	BENDI BHANUCHANDAR	EEE	SUTHERLAND ENGINEERS	Rs 2,40,000 /-
48.	PONNADA DEVENDRANAIDU	EEE	SUTHERLAND ENGINEERS	Rs 2,40,000 /-
49.	K MANOJ KUMAR	MECH	Talent Shine India Private Limited	Rs 2,40,000 /-
50.	NUKA JAGAN MOHAN RAO	MECH	Talent Shine India Private Limited	Rs 2,40,000 /-
51.	KUNCHALA RAJA SEKHAR	MECH	Talent Shine India Private Limited	Rs 2,40,000 /-
52.	G.NAVEEN	MECH	Talent Shine India Private Limited	Rs 2,40,000 /-
53.	BANNA RAMESH	MECH	Talent Shine India Private Limited	Rs 2,40,000 /-
54.	PARAS MANI	MECH	Talent Shine India Private Limited	Rs 2,40,000 /-
55.	KARADA SHANKAR	MECH	Talent Shine India Private Limited	Rs 2,40,000 /-
56.	KHAGESWARA BEHERA	MECH	Talent Shine India Private Limited	Rs 2,40,000 /-
57.	KOLLI MANMADHA RAO	MECH	Talent Shine India Private Limited	Rs 2,40,000 /-
58.	KUNA NAGARAJU	MECH	Talent Shine India Private Limited	Rs 2,40,000 /-
59.	KUNA NANDA KISHORE	MECH	Talent Shine India Private Limited	Rs 2,40,000 /-
60.	KUNCHALA RAJA SEKHAR	MECH	Talent Shine India Private Limited	Rs 2,40,000 /-
61.	KURAMANA CHARANKUMAR	MECH	KIA MOTORS	Rs 1,80,000 /-
62.	LAVETI JAGADEESH	MECH	KIA MOTORS	Rs 1,80,000 /-
63.	MASABATTULA MOHANARAO	MECH	KIA MOTORS	Rs 1,80,000 /-
64.	MEELA SRINU	MECH	KIA MOTORS	Rs 1,80,000 /-
65.	POTHALA JYOTSHNA	MECH	KIA MOTORS	Rs 1,80,000 /-
66.	RAKOTI VAMSI	MECH	KIA MOTORS	Rs 1,80,000 /-
67.	RAMO CHANDRA BEHERA	MECH	KIA MOTORS	Rs 1,80,000 /-
68.	RAYAVALASA VINOD	MECH	KIA MOTORS	Rs 1,80,000 /-
69.	REESU SANKARI	MECH	KIA MOTORS	Rs 1,80,000 /-
70.	SINGUPURAM TARAKARATNA	MECH	KIA MOTORS	Rs 1,80,000 /-
71.	SINIGUPURAM PRADEEP KUMAR	MECH	KIA MOTORS	Rs 1,80,000 /-
72.	TAMMINENI SANTHOSH	MECH	KIA MOTORS	Rs 1,80,000 /-
73.	TAMMIREDDY CHAITANYA	MECH	KIA MOTORS	Rs 1,80,000 /-
74.	THANGI SANTOSH KUMAR	MECH	KIA MOTORS	Rs 1,80,000 /-
75.	TOTADA MANOJ	MECH	KIA MOTORS	Rs 1,80,000 /-
76.	MAILAPALLI AKASH	MECH	KIA MOTORS	Rs 1,80,000 /-
77.	BEVARA RAJASEKHAR	MECH	JAIN ENGINEERING SERVICES PVT LTD	Rs 1,80,000 /-
78.	BYRI NARAYANA RAO	MECH	JAIN ENGINEERING SERVICES PVT LTD	Rs 1,80,000 /-
79.	CHALLA SANTOSH	MECH	JAIN ENGINEERING SERVICES PVT LTD	Rs 1,80,000 /-
80.	CHEVURU HARISH	MECH	JAIN ENGINEERING SERVICES PVT LTD	Rs 1,80,000 /-
81.	DAMODARA VASUDEV	MECH	JAIN ENGINEERING SERVICES PVT LTD	Rs 1,80,000 /-
82.	DANDUPATI RAJA RAO	MECH	JAIN ENGINEERING SERVICES PVT LTD	Rs 1,80,000 /-
83.	DASAGRANDALA RAVIKIRAN	MECH	JAIN ENGINEERING SERVICES PVT LTD	Rs 1,80,000 /-

84.	DHARMANA KARTHEEK	MECH	JAIN ENGINEERING SERVICES PVT LTD	Rs 1,80,000 /-
85.	DUMPALA VAMSIKRISHNA	MECH	JAIN ENGINEERING SERVICES PVT LTD	Rs 1,80,000 /-
86.	ARANGI SAI KUMAR	MECH	JAIN ENGINEERING SERVICES PVT LTD	Rs 1,80,000 /-
87.	ANNEPU NAVEEN	MECH	JAIN ENGINEERING SERVICES PVT LTD	Rs 1,80,000 /-
88.	LAMMATA SUNEETHA	ECE	TCS	Rs. 3,36,877 /-
89.	POLAM DIVYA LAKSHMI	ECE	TCS	Rs. 3,36,877 /-
90.	PONNADA PADMINI	ECE	WIPRO	Rs. 3,50,000 /-
91.	AKULA NAVEEN	ECE	EVEREST	Rs. 4,50,000 /-
92.	NEMALIPURI GURU CHARAN	ECE	VKRAFT SOFTWARE SERVICES	Rs. 3,60,000 /-
93.	PYDISETTY MAHESH	ECE	Tech mahindra	Rs. 3,25,000 /-
94.	PALLI PARVATHI	ECE	HMI Engineering Services	Rs 2,20,000 /-
95.	HANUMANTHU SRAVANI	ECE	HMI Engineering Services	Rs 2,20,000 /-
96.	SADHU SURESH KUMAR	ECE	HMI Engineering Services	Rs 2,20,000 /-
97.	KONDAGORRI BHAGYALAXMI	ECE	HMI Engineering Services	Rs 2,20,000 /-
98.	NAYANI BHAVANI	ECE	HMI Engineering Services	Rs 2,20,000 /-
99.	GANTA VANAJAKSHI	ECE	HMI Engineering Services	Rs 2,20,000 /-
100.	KAKI BHANU PRAKASH	ECE	HMI Engineering Services	Rs 2,20,000 /-
101.	PATTIKA VIDYA SAGAR	ECE	HMI Engineering Services	Rs 2,20,000 /-
102.	ANDALA SANDHYA RANI	ECE	HMI Engineering Services	Rs 2,20,000 /-
103.	RUPPA PAVANI	ECE	HMI Engineering Services	Rs 2,20,000 /-
104.	SATHIMAHANATHI SOBHA HARIKA	ECE	HMI Engineering Services	Rs 2,20,000 /-
105.	VUJJURU BALA KRISHNA	ECE	HMI Engineering Services	Rs 2,20,000 /-
106.	SAHUKARA VAMSIKRISHNA	ECE	SMART BRAIN (HCL)	Rs. 1,98,000 /-
107.	SARIGANA SATYANARAYANA	ECE	SMART BRAIN (HCL)	Rs. 1,98,000 /-
108.	PONNADA LEELA KRISHNA	ECE	SMART BRAIN (HCL)	Rs. 1,98,000 /-
109.	CHINTADA SRIKANTH	ECE	SMART BRAIN (HCL)	Rs. 1,98,000 /-
110.	PATHANJY TANUJA BHAI	ECE	HCL	Rs. 3,01,000 /-
111.	LINGAM ROJA PRIYA	ECE	TCS	Rs. 3,36,877 /-
112.	ARANGI RANJITHA	ECE	HCL	Rs. 3,01,000 /-
113.	GURUGUBELLI BHAVANA	ECE	SMART BRAIN (HCL)	Rs. 1,98,000 /-
114.	REJETI MOUNIKA	ECE	SMART BRAIN (HCL)	Rs. 1,98,000 /-
115.	BURA BHAVANI	ECE	SMART BRAIN (HCL)	Rs. 1,98,000 /-
116.	KONDAGORRI BHAGYALAXMI	ECE	SMART BRAIN (HCL)	Rs. 1,98,000 /-
117.	BUDUMURU DIVYA	CSE	WIPRO	Rs. 3,50,004 /-
118.	GORRELA PRIYANK	CSE	WIPRO	Rs. 3,50,004 /-
119.	KENGUVA ANNAPURNA	CSE	TCS	Rs. 3,58,507 /-
120.	NARSIPURAM DRAKSHAYANI	CSE	HCL	Rs. 3,01,000 /-
121.	PERICHARLA USHARANI	CSE	CAPGEMINI	Rs. 3.50,000 /-
122.	GUVVADA MANJULA	CSE	HEXAWARE	Rs 4,00,000 /-
123.	MARUBARIKI PADMA	CSE	HEXAWARE	Rs 4,00,000 /-
124.	NIMMAKA SANDYARANI	CSE	HEXAWARE	Rs 4,00,000 /-
125.	CHINTHU NIRMALA	CSE	HEXAWARE	Rs 4,00,000 /-
126.	REESI SARASWATHI	CSE	HEXAWARE	Rs 4,00,000 /-
127.	KONDAGORRI NIROSHA	CSE	HEXAWARE	Rs 4,00,000 /-
128.	SAVARA BABU RAO	CSE	HEXAWARE	Rs 4,00,000 /-
129.	GORLI ASWINI KUMARI	CSE	HEXAWARE	Rs 4,00,000 /-
130.	GOSALA PRIYANKA	CSE	SMART BRAIN (HCL)	Rs. 1,98,000 /-

131.	NIMMAKA ANUSHA	CSE	SMART BRAIN (HCL)	Rs. 1,98,000 /-
132.	GUNDA LEELA PRIYA	CSE	SMART BRAIN (HCL)	Rs. 1,98,000 /-
133.	BALAGA PRATYUSHA	CSE	SMART BRAIN (HCL)	Rs. 1,98,000 /-
134.	SYAMALA MOHINI	CSE	SMART BRAIN (HCL)	Rs. 1,98,000 /-
135.	NIMMAKA ANUSHA	CSE	Manomay Consultancy Services	Rs 3,48,000 /-
136.	SAVARA TEJESWARI	CSE	Manomay Consultancy Services	Rs 3,48,000 /-
137.	VADAMA JYOTHI	CSE	Manomay Consultancy Services	Rs 3,48,000 /-
138.	KADAMBALA MAHA LAKSHMI	CSE	Manomay Consultancy Services	Rs 3,48,000 /-
139.	SALAGRAMA MONIKA MYTHREYI	CSE	Manomay Consultancy Services	Rs 3,48,000 /-
140.	SATHIVADA HIMAVATHI	CSE	Manomay Consultancy Services	Rs 3,48,000 /-
141.	TAMARALA SOWMYA	CSE	Manomay Consultancy Services	Rs 3,48,000 /-
142.	TIMMAKA VINEETHAKUMARI	CSE	Manomay Consultancy Services	Rs 3,48,000 /-
143.	VADAMA JYOTHI	CSE	Manomay Consultancy Services	Rs 3,48,000 /-
144.	YEJJU SRAVANI	CSE	Manomay Consultancy Services	Rs 3,48,000 /-
145.	SAVARA NOVA	CSE	Manomay Consultancy Services	Rs 3,48,000 /-
146.	NADAGANA GAYATHRI	CSE	Manomay Consultancy Services	Rs 3,48,000 /-
147.	CHINTADA SURESH	MBA	Talent Shine India Private Limited	Rs 2,40,000 /-
148.	GANTALA YAMUNA	MBA	Talent Shine India Private Limited	Rs 2,40,000 /-
149.	ANDAVARAPU SHANKAR	MBA	Talent Shine India Private Limited	Rs 2,40,000 /-
150.	GAYISRI KALYAN	MBA	MUTHOOT MONEY	Rs 2,60,000 /-
151.	GEDALA DILIP KUMAR	MBA	MUTHOOT MONEY	Rs 2,60,000 /-
152.	KEMBURU SANTOSH KUMAR	MBA	MUTHOOT MONEY	Rs 2,60,000 /-
153.	KILLAMSETTY RATAN	MBA	MUTHOOT MONEY	Rs 2,60,000 /-
154.	ADAPA RAJESWARI	MBA	MUTHOOT MONEY	Rs 2,60,000 /-
155.	ALABANA INDUMATHI	MBA	MUTHOOT MONEY	Rs 2,60,000 /-
156.	GUNNA DILEEP	MBA	MUTHOOT MONEY	Rs 2,60,000 /-
157.	BHAIRI SWARNESWARI	MBA	MUTHOOT MONEY	Rs 2,60,000 /-
158.	R. SOWJANYA PRASANTI	MBA	MUTHOOT MONEY	Rs 2,60,000 /-
159.	SANCHANA SNDHYA RANI	MBA	MUTHOOT MONEY	Rs 2,60,000 /-
160.	BADIJANA SWATHI SINDHU	MBA	MUTHOOT MONEY	Rs 2,60,000 /-
161.	BALLA CHANDU	MBA	MUTHOOT MONEY	Rs 2,60,000 /-
162.	SIMHADRI RANJITHA	MBA	MUTHOOT MONEY	Rs 2,60,000 /-
163.	BOLLA TEJA	MBA	MUTHOOT MONEY	Rs 2,60,000 /-
164.	BONGU MURALI KRISHNA	MBA	KARVY CORPORATE	Rs 1,80,000 /-
165.	TEMBURU DEVIKA	MBA	KARVY CORPORATE	Rs 1,80,000 /-
166.	SINGARAPU SRIKANTH	MBA	KARVY CORPORATE	Rs 1,80,000 /-
167.	KOLLI MAHESH	MBA	KARVY CORPORATE	Rs 1,80,000 /-
168.	GUNTUKU SOWJANYA	MBA	KARVY CORPORATE	Rs 1,80,000 /-
169.	ANAPANA INDU	MBA	KARVY CORPORATE	Rs 1,80,000 /-
170.	KANAKALA SREEDEVI	MBA	KARVY CORPORATE	Rs 1,80,000 /-
171.	KAMBA PREMSAI	MBA	KARVY CORPORATE	Rs 1,80,000 /-
172.	MAMIDI LAKSHMIPRASANNA	MBA	KARVY CORPORATE	Rs 1,80,000 /-
173.	BOCHA DIVYA	MBA	KARVY CORPORATE	Rs 1,80,000 /-
174.	GUDLA NAVEEN KUMAR	MBA	KARVY CORPORATE	Rs 1,80,000 /-
175.	GUDLA SUSMITHA	MBA	KARVY CORPORATE	Rs 1,80,000 /-
176.	DOKI GOWTHAM	MBA	KARVY CORPORATE	Rs 1,80,000 /-
177.	KONCHADA VIJAYA	MBA	GAMMA	Rs 1,14,000 /-

178.	LANKA HEMANTH	MBA	GAMMA	Rs 1,14,000 /-
179.	GANNI GEETANJALI	MBA	GAMMA	Rs 1,14,000 /-
180.	MARPU TEJESWARI	MBA	GAMMA	Rs 1,14,000 /-
181.	MAVUDURU RAKESH	MBA	GAMMA	Rs 1,14,000 /-
182.	GARUKU KURAMA RAO	MBA	GAMMA	Rs 1,14,000 /-
183.	KATTA BHAVANI SHANKAR	MBA	GAMMA	Rs 1,14,000 /-
184.	KANDAVALLI RAVINDRA	MBA	GAMMA	Rs 1,14,000 /-
185.	GOTIVADA KAMESWARA RAO	MBA	GAMMA	Rs 1,14,000 /-
186.	MOTURI VASU	MBA	GAMMA	Rs 1,14,000 /-
187.	JAMI MOHANA KRISHNA	MBA	VISHWANADH AVENUES	Rs 1,80,000 /-
188.	KOYYA JAGADEESH	MBA	VISHWANADH AVENUES	Rs 1,80,000 /-
189.	KANAKALA EMMANUEL	MBA	VISHWANADH AVENUES	Rs 1,80,000 /-
190.	LANDA JEEVANKISHORE	MBA	VISHWANADH AVENUES	Rs 1,80,000 /-
191.	KANAKALA VIJAYALAKSHMI	MBA	VISHWANADH AVENUES	Rs 1,80,000 /-
192.	MENDA APPALARAJU	MBA	VISHWANADH AVENUES	Rs 1,80,000 /-
193.	KARI VIJAY	MBA	VISHWANADH AVENUES	Rs 1,80,000 /-


IQAC


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

Letter of Offer

Mr. Gurugubelli Dileep Kumar

29-10-2021

Sub: Job offer

Dear Mr. Gurugubelli Dileep Kumar

Further to the test and interview you had with us, we are pleased to offer you the position of "Data Annotator" in our esteemed organization. We trust that your knowledge, skills and experience will be among our most valuable assets.

Your Date of Joining is **2nd November 2021**.

The overall CTC offered to you is Rs. 2.06 Lakhs per Annum.

Please send a signed copy of this letter indicating your acceptance to join.

Also please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/ relieving letters (4) two color passport-size photos, (5) latest salary slip from your previous organization and (6) proof of address.

We look forward to welcome you onboard.

Sincerely,

For Anmerkung Solutions Private Limited,



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

ANMERKUNG SOLUTIONS PRIVATE LIMITED

54, Niran Arcade, 1st Floor, New BEL Road, RMV 2nd Stage, Dollars Colony, Chikkamaranahalli, AGS Layout, Bengaluru, Karnataka 560094

Letter of Acceptance

I extend my gratitude to you for offering me the position of "Data Annotator" in Anmerkung Solutions Private Limited. I am delighted to accept your offer and look forward to commencing work with Anmerkung Solutions from _____.

I request to complete all the joining formalities prior to my joining so that I can start my work efficiently.

I thank you again for providing me with this wonderful opportunity. I am excited to be a part of your team and make my notable contribution to it.

Date : _____

Signature: _____


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)**ANMERKUNG SOLUTIONS PRIVATE LIMITED**

564, Niran Arcade, 1st Floor, New BEL Road, RMV 2nd Stage, Dollars Colony, Chikkamaranahalli, AGS Layout, Bengaluru, Karnataka 560094

ANNEXURE A

Name: Mr. Gurugubelli Dileep Kumar

Role : Data Annotator

Compensation Structure:

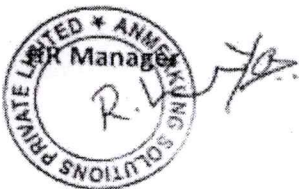
SALARY STRUCTURE				
BREAK UP OF THE SALARY		:	Break upto Gross Salary Per month	Break upto Gross Salary Per Annum
Salary Sheet	Basic + DA	:	Rs. 14,900.00	Rs. 178,800.00
	Monthly Gross	:	Rs. 14,900.00	Rs. 178,800.00
Employer Benefits	P.F.	:	Rs. 1,788.00	Rs. 21,456.00
	ESIC	:	Rs. 485.00	Rs. 5,820.00
	Total Liabilities	:	Rs. 2,273.00	Rs. 27,276.00
Deduction	P.F.	:	Rs. 1,788.00	Rs. 21,456.00
	ESIC	:	Rs. 112.00	Rs. 1,344.00
	Total Deductions	:	Rs. 1,900.00	Rs. 22,800.00
NET TAKE HOME		:	13,000.00	156,000.00
CTC		:	17,173.00	206,076.00

Note:

(*)- These deductions are based on the Government Rules and Regulations.

Data Privacy & Protection

Anmerkung has in place Binding Corporate Rules throughout its Global Footprint as an organization. These rules are seen by Regulators as the highest Standard of Data Protection available to any company. With these benefits in place Anmerkung meets the necessary criteria to hold and manage Personal data include the transfer of personal data transnational within the Anmerkung Organization.



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

ANMERKUNG SOLUTIONS PRIVATE LIMITED

63-564, Niran Arcade, 1st Floor, New BEL Road, RMV 2nd Stage, Dollars Colony, Chikkamaranahalli, AGS Layout, Bengaluru, Karnataka 560094

Candidate ID: 5351705 /1100091,

Date of Joining: 12/28/2021,

Joining Location: Hyderabad,

Designation: Analyst,

Dear Pericharla Usha Rani,

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

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

Please report by 8:30 am at Hyderabad office, for joining formalities as per the address mentioned below:

Address

Capgemini Technology Services India Limited. IT Park 1,115 / 32&35, Nanakram Guda,
Gachibowli, Hyderabad - 500 032

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

1.	Hard copy / email copy of Capgemini offer letter shared with you
	<p>Employment Documents:</p> <p><u>Current Employment(Immediate Previous)</u></p> <p>a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory)</p> <p>2. b) Payslips for last 3 months</p> <p>c) Form 16</p> <p>d) Salary Account 6 months Bank Statement</p> <p>e) Letter of appointment/Offer letter from employer which captures start date</p> <p><u>Previous Employment</u></p> <p>Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day</p>
3.	<p><u>Education Documents</u></p> <p>a) 10 Marksheet and certificate.</p> <p>b) 12th marksheet and Certificate.</p> <p>c) Graduation Marksheets and certificate/Diploma certificate.</p> <p>d) Post-Graduation Marksheets and degree certificate(If applicable)</p> <p>e) Any other relevant certificate</p>
4.	<p><u>Proof of identity/ Address</u></p> <p>a) PAN Card</p> <p>b) AADHAR Card</p> <p>c) Passport</p> <p>In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs</p> <p>i) Voters Id</p> <p>ii) Driving License</p> <p>iii) Ration card</p> <p>iv) Electricity Bills</p> <p>v) Gas card</p> <p>vi) Notarized Self Affidavit</p>
5.	Passport size photographs(6 nos)
6.	<p>Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable)</p> <p>a) Form 16/Form 26AS</p> <p>b) Bank statement for 6 months</p> <p>c) Shop License</p>
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

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

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

Kindly note:

- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:15AM, and contact security at the main gate for your entry pass.

Best Regards,
Team HR

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 5351705 /1100091,

12/27/2021,

Pericharla Usha Rani
Rajam,,
Rajam ,Andhra Pradesh,
India

Confidential

Dear Pericharla Usha Rani,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited ('Capgemini' or 'Company')** starting from **12/28/2021** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Hyderabad**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

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

Annexure - A

Pericharla Usha Rani

Analyst

Total Cost to Company (CTC).

Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements – 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements – 2 +	Rs. 0	Rs. 0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	Rs.21,828.00	Rs. 261,936.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00

Total Cost to Company		Rs. 300,002.00
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Annexure - B

Pericharla Usha Rani

Analyst

Total Cost to Company (CTC).

Rs.380,006.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.1,80,000.00
House Rent Allowance	Rs.9,000.00	Rs.1,08,000.00
Other Allowance and Reimbursement - 1	Rs.1,199.00	Rs.14,388.00
Other Allowance and Reimbursement - 2	Rs.147.00	Rs.1,764.00
Advanced Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.28,495.00	Rs.3,41,940.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.722.00	Rs.8,664.00
Total Fixed Compensation	Rs.31,017.00	Rs.3,72,204.00
Total Cash Compensation	Rs.31,017.00	Rs.3,72,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Capgemini contribution to ESI		Rs.0.00

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

Total Cost to Company		Rs.380,006.00
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You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19800.00
Books and Journals	24000.00
Professional Pursuit	180000.00
Conveyance Allowance	63,600.00

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements – 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
 5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- * Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the component
- # All components under Other Allowance and Reimbursement – 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.
- + This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements - 2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

D.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.
3. ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

E.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

F.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

G.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

H.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company;
 - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
 - c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;

- d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
- e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
- f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini);
- g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
- h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
- i. Your employment shall be subjected to the below-mentioned additional terms and conditions.

a. You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 31-January-2022, our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

b. You will be required to clear the mandatory Entry Level Certification Training Test of the Company in the first attempt. The details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

c. As a condition of your employment with the Company, you will be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review.

You fill the complete Back ground verification link given along with the welcome mail of the offer.

- j. You have achieved minimum 60% aggregate in all semesters of your graduation.
- k. You submit the following mandatory documents before the date of joining..
 - 1. Highest Degree/Provisional Certificate and Final year Mark sheet.
 - 2. In case you do not have the Education documents on the Day of joining, you should submit the same to the HR not later than 3 months from Date of Joining.
- l. You will join our Fresher training and for successful completion of training you will be evaluated upon defined parameters and will be required to score a minimum percentage. Details pertaining to fresher training will be provided to you separately at the time of on-boarding.
- 2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

I.) Your employment with the Company will also be governed by the terms and conditions of employment contained in Exhibit 1 attached hereto.

J.) The Company's address for sending notice in relation to your employment is as below:

Kind Attn: Head - Human Resources

Address: Capgemini Technology Services India Limited,
Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi
Mumbai, Maharashtra 400708

Email: hremployeeservices.in@capgemini.com

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Anilkumar Singh
Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: Pericharla Usha Rani

Date: 12/27/2021

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. **CURRENT WORK LOCATION:**

1.1 Capgemini Technology Services India Limited ("Capgemini" or "Company") may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

- a) one location to another; or
- b) one team/department/account/function/Business Unit to another; or
- c) one project/job to another; or
- d) the Company to any other group entity or affiliate or any other business associate as the Company may deem

- d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

- a.) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;
- b.) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;

- c.) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and
- d.) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at anytime during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Capgemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at anytime during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

- a.) you are legally permitted to reside and be employed in India;
- b.) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;
- c.) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;
- d.) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;
- e.) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and

- f.) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

- a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you;
- b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;
- c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;
- d) prevent the unauthorized use, dissemination or publication of such Confidential Information;
- e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;
- f) not share such Confidential Information with any third party (specifically those person who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);
- g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;

- h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and
- i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

- a) was in your possession before receiving the same from the Company pursuant to this Letter;
- b) is or becomes a matter of public knowledge through no fault of yours; or
- c) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights),

including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively 'Developments') that:

- a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;
- b) results from tasks assigned to you by the Company; or
- c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively 'Moral Rights'). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and

market the Development, without identifying you or seeking your consent.

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop, laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

- (i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves its right to change the retirement age.

b.) Notice Period/Termination

- (i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

- (ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).
- (iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized; (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.
- (iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.
- (v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

c.) Effects of Cessation of Employment

- (i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.
- (ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.
- (iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter alongwith its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties.

This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____ residing at _____, do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC – SEZ, Village Man, Taluka Mulshi, Pune – 411057, Maharashtra (hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:

- a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
- b) payroll processing agencies for processing my payroll (including reimbursement claims),
- c) law enforcement agencies,
- d) to comply with a judicial/quasi judicial order,
- e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
- f) insurance companies for the purpose of group insurance, personal accident insurance etc.
- g) service providers providing services for biometric access to office premises for monitoring attendance.
- h) foreign consulates, embassies etc and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:

- a.) affiliates of the Company for administrative purposes and/or audit;
- b.) clients/prospects in relation to any staff augmentation assignments.

3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.

4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.

5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.

6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in Company's records in the event of any change.

7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:
Signature
Date:



HRD/3T/21-22/1002137197

July 27, 2021

Ms. Patnaikuni Akhila

Candidate ID: 1002137197

Plot:15/P,Aditya Nagar Colony

Arasavalli

Srikakulam - 532401

Srikakulam

India

Ph: (91) 79896 18378

Dear Patnaikuni,

SUB: LETTER OF INTENT TO HIRE

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

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

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

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

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

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

Yours sincerely,

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

November 7, 2021

HRD/3T/1002480495/21-22

Ms. Kurmapu Suchithra
No. 3-8-21
Ippili Street Near Chinna Bazaar,
Srikakulam-532001
India

Ph: +91-9346531255

Dear Kurmapu,

Welcome to Infosys!

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

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

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

Warm regards,

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

Signature invalid

Digitally signed by Richard Lobo
Date: 2021.11.07 13:18:42 IST
Reason: Digitally signed
Location: Bangalore

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

Company Confidential - This communication is confidential between you and Infosys Limited

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

November 7, 2021

HRD/1002480495/21-22

Ms. Kurmapu Suchithra
No. 3-8-21
Ippili Street Near Chinna Bazaar,
Srikakulam-532001
India

Ph: +91-9346531255

Dear Kurmapu,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **20-Dec-2021**.

Location

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

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

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

Training

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

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Page 1 of 8

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.



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Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.



Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Ref: 839093/1974286/ELTP

19-NOV-2021

Mr. Mahesh Pydisetty
Narasannapeta (Ap) - 532421
Mobile: 9393837483

Subject: Offer of Appointment

Dear Mr. Mahesh Pydisetty

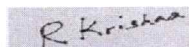
It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at Band 'U' and Sub Band 'U1' under ELTP Scheme.
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement (ELITE)**" will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - Meeting the set eligibility criteria at the end of your academic course
 - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.



7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **INR15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **30-NOV-2021** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Nivya Arumalla** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA LTD, TMLW, PLOT NO. 22 - 25 & 27 TO 34, HITECH CITY LAYOUT, MADHAPUR, RANGA REDDY DISTT, TELANGANA 500081**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **26-NOV-2021**.

For Tech Mahindra Limited



Krishna Ramaswami
Head - Resource Management Group

Encl: Annexure-A & B(Salary Structure, **Annexure-C** Important / Indicative Terms & Conditions of Employment, **Annexure-D** Check List of Documents, **Annexure-E** Confidentiality Agreement, **Annexure-F** Medical Self Declaration, **Annexure G** Intellectual property Assignment, **Annexure-H** ? General Covenant, **Annexure - I** Acknowledgement, **Annexure J** Indemnity bond

Date:

Signature:
Mahesh Pydisetty

ANNEXURE - A

NAME	Mr Mahesh Pydisetty
TITLE	Associate Software Engineer
BAND	U1
LOCATION	HYDERABAD
COMPONENTS	
Per Annum (All figures in INR)	
BASIC (@30% OF TOTAL FIXED PAY)	89393
HRA (@50% OF BASIC)	62575
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10727
FLEXIBLE COMPONENTS OF TFP	12787
TOTAL FIXED PAY..... (A)	223482
TOTAL VARIABLE PAY (TVP)..... (B)	24831
ADDITIONAL BENEFITS..... (C)	11687
GRATUITY	4300
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	7387
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	260000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** , You are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

(Contd...)

ANNEXURE A (Contd...)

3. Additional Benefits: Associates shall be eligible for below mentioned benefits:

- a) **Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakh** to the beneficiary on the unfortunate death of the associate
- b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **INR 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **INR 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

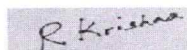
4. Deductions:

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,



Krishna Ramaswami
Head - Resource Management Group

ANNEXURE - B

NAME	Mr Mahesh Pydisetty	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	HYDERABAD	
COMPONENTS		Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)		112394
HRA (@50% OF BASIC)		78676
BONUS / STATUTORY BONUS		48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)		13487
FLEXIBLE COMPONENTS OF TFP		28428
TOTAL FIXED PAY.....(A)		280985
TOTAL VARIABLE PAY (TVP)..... (B)		31221
ADDITIONAL BENEFITS..... (C)		12794
GRATUITY		5407
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)		7387
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)		325000

- 1. Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- 2. Flexible Benefit Plan (as applicable):** You are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

(Contd...)

ANNEXURE ? C

1. Terms and Conditions

(a) Code of Conduct.

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

(b) Secrecy

You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of Tech Mahindra Limited or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.

Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

(c) Conflict of Interest

Your position with The Company calls for whole time employment and you will devote yourself exclusively to the business of The Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in Section 3.

(d) Non-Solicitation / Non-Compete

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Tech Mahindra Ltd.

- i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Tech Mahindra Ltd
- ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Tech Mahindra's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.
- iii) You will not be employed by a client of Tech Mahindra Ltd for which you performed services while employed by Tech Mahindra.
- iv) You will not solicit or induce Tech Mahindra Ltd associates to join a client or to compete with Tech Mahindra Ltd.
- v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company

(e) **Exclusivity of Services, Publications, Gifts/Anti-bribery**

You shall devote all work efforts exclusively to The Company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of The Company. The Company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board of other enterprises shall be subject to The Company's prior written consent. Any publications and lectures by you on topics relating to The Company's business or interests shall be subject to The Company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from The Company's clients or other persons with whom the Associate has official or business contacts in the context of the Associate's activities for The Company, without The Company's prior written consent.

You hereby covenant and undertake that you will:

- not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and
- comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.

(f) **Confidentiality / Non-Disclosure**

You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.

- i) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.
- ii) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Tech Mahindra Limited or the Client.

(g) **Mandatory Period of Service**

In consideration of impartation of training, you shall work in the Company at least for the mandatory period as mentioned below.

During such period of training (including on the job training) and Mandatory Period of Service of **24 (Twenty Four) months** from the date of your joining, you shall not leave, abandon or resign from the services of the Company.

In the event of:

- i) Yourself leaving, abandoning or resigning from the services of the Company
- Or
- ii) Your services being terminated by the Company for nonperformance, breach of any of the terms & conditions of your service or for any other reason whatsoever,

During the above-mentioned period of training of 24 (twenty four) months of mandatory period of service from the date of your joining, you shall be liable to follow the terms and conditions mentioned in the Indemnity Bond. You are required to execute the Indemnity Bond on **INR 500 (Rupees Five Hundred)** Stamp Paper and submit the same at the time of joining.

2. Assignments/Transfer/Deputation

On completion of your training period, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of The Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests

3. Termination of Employment

- i) **Training Period:** During the initial training period as mentioned in Offer letter, your performance would be closely monitored and if your performance is not as per the prescribed criteria, the Company reserves the right to terminate your services without notice.
- ii) Either party can terminate this employment by serving a notice of **90 days** on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.
- iii) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.
- iv) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.

- v) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
 - vi) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
 - vii) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3** herein above on the grounds of misrepresentation of facts.
 - viii) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.
 - ix) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is misstated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to forthwith terminate your employment as per the procedure mentioned in **Clause 3** herein above and/or revoke your appointment with The Company, without further reference in the matter.
4. **Statement of Facts**
- (a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

- (b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

5. **Company Policies**

You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct, the Prevention of Sexual Harassment (POSH) and such other policies, as communicated to the associates of Tech Mahindra from time to time. In case of any violation or failure to comply with such Company Policy/policies, the Employee shall be subjected to the disciplinary action as per company policy. These policies are available on Tech Mahindra's intranet. You are requested to visit the site at frequent intervals to get all updates / changes. By signing a copy of this letter, you are consenting that you will visit the intranet site and get familiar with Tech Mahindra's policies. Tech Mahindra reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

6. **Personal Indebtedness**

Tech Mahindra Limited shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with Tech Mahindra Limited. You understand and accept that you shall have no authority to pledge the credit of Tech Mahindra Limited to any person or entity without Tech Mahindra Limited's prior written authorization.

7. **Restraints**

Access to Information

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

Authorization

Only those authorized by a specific power of attorney may sign legal documents, representing The Company.

Smoking

We owe and assure a smoke free environment for our Associates. Barring some areas, the entire office premises including conference rooms, lobbies, is declared as "No-Smoking Zone".

Passwords

Access to our network, development environment and MS-Exchange is through individual's password. For security reasons it is essential to maintain confidentiality of the same.

Unauthorized Software

You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

Security

Security is an important aspect of our communication and office infrastructure. We have security personnel deployed on all the floors who take care of the security. Those of you who wish to work late or early hours are requested to produce their identity cards to the Security personnel on demand. If there is a need to take some of the equipment's/infrastructure out of the office premises for any reason the associate shall obtain the gate pass

from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, The Company uses sophisticated data encryption devices. Your work table and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team member's table or storage.

(a) **Destroying Papers & Material**

Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.

(b) **Use of Company Resources**

- (i) You shall use The Company's resources only for official purposes as per the applicable Company policy.
- (ii) The Company shall have the right to access the files, folders and data stored in the official laptop provided to you by the Company and to keep track on individual user's activity and logs stored in the official laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored under your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.

8. **Overseas Service Agreement**

As The Company will be spending substantial amount of time and money for your deputation / secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

9. **Intellectual Property Rights**

You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of The Company. Any Intellectual Property Rights and rights to inventions arise out of your activities hereunder, or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto, shall be transferred to The Company in accordance with applicable law. You shall, as and when requested by The Company (at Company's cost and expense), assist The Company in perfecting the Intellectual Property Rights in any manner The Company deems fit.

You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Tech Mahindra Limited or the Client.

10. **Jurisdiction**

Even though The Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in **Mumbai** only.

11. Retirement

Your services with the Company will come to an end immediately upon your attaining the age of retirement as per the then prevailing policy of the Company. For the purpose of determining this, the age recorded with The Company shall be considered as final and conclusive.

Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.

12. General

The above terms and conditions including those in **Annexure - A & B** (Salary break up) are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Working Hours, Retirement, Code of Conduct, etc. you will be governed by the rules of The Company as shall be in force from time to time.

13. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies, you may be required to work on 24*7 project on shift basis if required and your working hours / work days may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.

14. You shall provide details regarding the utilization of your time by entering the same into Tech Mahindra Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Tech Mahindra Limited's timesheet system.

15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Tech Mahindra Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

This is to certify that I have gone through and understood all the terms and conditions mentioned in **Annexure ? C** and I hereby accept and agree to abide by them.

Name in full :

Signature :

Address :

Date :

Place :

ANNEXURE - D - Checklist of Documents

At the time of joining, you are requested to bring the following documents in **original (For Verification only)**.

(a) Certificates' supporting your educational qualifications along with marks sheets - **Three** copies each

- Xth Certificate & mark sheets
- XIIth Certificate & mark sheets
- Degree Certificate & Semester/year-wise mark sheets
- Master's Certificate & Semester/year-wise mark sheets
- Diploma/PG Diploma Certificate & Transcripts
- Any other Certificate with supporting documents ?if any

(b) Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed

(c) **Five** passport-sized color photographs with white background

(d) **Valid Passport**

Please submit copy of the valid Passport (front and back pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.

(e) **PAN Card and Proof of PAN Number**

You MUST carry and provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.

(f) **Aadhaar Card**

You MUST carry and provide your Aadhaar Card copy. Please note that it is mandatory to provide your Aadhaar card number for processing KYC in EPFO portal. If applied for, please submit a copy of the acknowledgment as issued by the authorities.

(g) **Indemnity Bond**

*Print only the first page of **Annexure J** on a Stamp Paper of **INR 500/-** and rest of the pages on plain white paper. Have one Surety (Blood relations i.e. father/mother/elder brother/sister with independent income only) sign at the designated space on the last page of the Bond. Tech Mahindra will have a Notary available on the day of joining at joining location to facilitate notarization of Bond. These services will be chargeable and payable directly to the Notary by you. Should you desire to get the Bond notarized on your own, you may do so. In case of non-availability of Notary at joining location, you will be guided by the Joining Team on further action.*

Note: -The Bond has to be notarized as on the date of joining. Please **DO NOT** get a pre-notarized bond.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer.

Please bring all the certificates supporting your educational qualifications along with mark sheets in original for verification only.

ANNEXURE - E - Confidentiality Agreement

I understand that during my employment with Tech Mahindra Limited., I will have access to information for its customers, suppliers, vendors and licensors, any or all of which are referred to in this agreement "Tech Mahindra Limited. I also understand that this information, whether technical or non-technical is commercially valuable. It is referred to in this agreement as "confidential information".

A few examples of confidential information are given below. However these examples do not list all of the types of confidential information which I may develop or to which I may have access:

- 1) Information of a business nature such as marketing, underwriting, associate customer and claimant data, sales, and list of customers, including future developments and planning concerning them.
- 2) Computers /software programs and associated documentation and material which are propriety to Tech Mahindra Limited or which Tech Mahindra Limited. is under an obligation to prevent this disclosure.
- 3) Information from Tech Mahindra Limited's vendor and supplier which is confidential, propriety or copyrighted.
- 4) I hereby agree that :

- The confidential information shall remain the sole and exclusive propriety of Tech Mahindra Limited and I shall regard it as confidential and secret information.
- The confidential information is the property considered to be the trade secrets of Tech Mahindra Limited because it involves processes and compilation of information which are secret, confidential, and not generally known to the public and which are the products of expenditure of time, effort, money, and /or creative skills of Tech Mahindra Limited.
- The use of confidential information is furnished to me during my employment on a confidential and secret basis for a sole and exclusive use and pursuing my employment duties at Tech Mahindra Limited.
- I will not, during and after my employment at Tech Mahindra Limited., publish, disclosed, or otherwise divulge the confidential information to any person not specifically authorized by Tech Mahindra Limited. to receive such information.
- I will not copy and confidential information for any purpose except with the express consent of the Tech Mahindra Limited officials or the expressed written authorization of the third party owner.
- Upon termination of my employment with Tech Mahindra Limited., or at any other time at Tech Mahindra Limited. request, I agree to return promptly to Tech Mahindra Limited., all confidential information, including but not limited to all manuals, letters, notes, notebooks, reports, formulae, computer programs and associated documentation and material, memoranda, customer list and all other materials and all copies of them relating in any way to Tech Mahindra Limited which in any way were obtained by me during my employment at Tech Mahindra Limited which are in my possession or under my control. I further agree that I will not make or retain any copies of the above mentioned information and will so represent to Tech Mahindra Limited upon termination of my employment.
- This confidentiality agreement will continue to be in effect after the termination of my employment with Tech Mahindra Limited.

If any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name :
Signature :
Date :

ANNEXURE - F - Medical Self-Declaration

MEDICAL DECLARATION FORM			
Applicant ID (To be filled by HR)		Associate ID (To be filled by HR)	
First Name:		Last Name:	
Gender: Male / Female		Date of birth (DD/MM/YYYY)	
		Blood Group	

Candidate's Medical History:

Candidate's Medical Details	Yes	No	Please provide the details
Do you have any defect or problem of vision?			
Can you readily distinguish between the pigmentary colors?			
Do you suffer from a degree of deafness which would prevent your hearing of normal conversation?			
Do you have any physical deformity / handicap?			
Do you have any congenital disorder / abnormality?			
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?			
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?			

Have you ever been disqualified on medical grounds from any previous employment opportunity?			
Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12 months?			
Have you had any form of critical illness or operation in the last two years?			
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?			

Have you ever suffered/are you suffering from any of the following? (Please tick whichever applicable)

	Heart Attack		Diabetes
	High Blood Pressure		Stroke
	Night Blindness		Valve Disorders
	Asthma		Slipped disc
Any other major disease/illness that you may be willing to disclose			

Candidate's Declaration:

I declare that, to the best of my knowledge, the answers to the questions in this form are correct and that I am not suffering from any disease/illness that I have not revealed.

Signature: _____

Name: _____

Date: _____

(DD/MMM/YYYY)

ANNEXURE - G - Intellectual Property Assignment

Associate Name:

Associate ID:

Date:

In consideration of my employment with Tech Mahindra Limited and in view of the confidential nature of employment by reason of which I will obtain and have obtained special knowledge of Tech Mahindra Limited and business, its necessities and plans and the information of its customer, I hereby agree as follows:

(a) Intellectual Property Assignment

I hereby assign, to Tech Mahindra Limited or its successor, designees or assigns, any and all rights in any design, invention, discovery, or other intellectual property (including without limitation, right to apply for and obtain a patent) which I may create, develop or assist in creating or developing during my employment which design, inventions, discovery and other intellectual property relate to services provided/ to be provided or products or systems manufactured or developed or licensed or sold by Tech Mahindra Limited whenever made by me and for any work made and/or created or cause to made and/or created in the course of my employment whether on the customer project or otherwise.

Tech Mahindra Limited shall be the first owner of the copyrights therein and for work made and/or created or cause to made and/or created in the course of my employment. If by virtue of any law or any judgment, Tech Mahindra Limited is not the first owner, then I hereby assign, exclusively and irrevocably, the same, wholly and generally, forever throughout the world, without any obligation of payment of royalty or any other sum of money or benefit(s), the whole of the copyright(s) in all such work(s) and further waive all my moral rights wholly in favour of Tech Mahindra Limited I also agree to sign on demand, whether during the employment or any time thereafter, any papers and do any acts which may be deemed necessary or desirable by Tech Mahindra Limited to secure to Tech Mahindra Limited., its successors, designees, or assign, any right relating to such design, invention, discovery, copyright or intellectual property and improvement including patents in India or any other foreign country.

(b) Restrictions after Termination

I further agree upon termination of my employment to surrender to Tech Mahindra Limited all software programs, data (whether in hard copy form or in electronic form), notebooks, designs, drawings, blueprints, writings, manuals, price books, any business or market information, business and technical brochures, service models and techniques and other documents and materials (including all copies) then in my possession or control, which relate in any way to the business, research, development, sales, sales promotions, marketing or customer's information or other activities of Tech Mahindra Limited The obligations stated under this Agreement shall survive the termination or discontinuation of my employment with Tech Mahindra Limited.

WITNESSED

ACCEPTED

ANNEXURE - H - Agreement ? General Covenant Against Disclosure and Covenant Not to Compete / Non- Solicitation

In consideration of my employment "Tech Mahindra Limited", and in consideration of the wages or salary to be paid to me, and regardless of the duration of my employment, I enter into the following agreements:

1. I agree to perform competently, diligently, reliably, and to the best of my ability all duties required of me from time to time by Tech Mahindra Limited I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Tech Mahindra Limited during the term of my employment with Tech Mahindra Limited either within or outside of business hours.
2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.
3. **Actions Required on Termination:** Upon termination of my employment at Tech Mahindra Limited whether voluntary or involuntary (or at any other time upon the request of Tech Mahindra Limited.), I shall return to Tech Mahindra Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.
4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Tech Mahindra Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Tech Mahindra Limited I also agree to keep the contractual relationships of Tech Mahindra Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the names, addresses, or special requirements of Tech Mahindra Limited's customers. This Section 4 is intended to apply to all materials, which I may compile, as well as to all materials furnished to me by anyone else in connection with my employment.

- a. Because it may not be clear to Associate which information is Confidential Information, in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Tech Mahindra Limited before making any disclosure of information covered by this Agreement.

- b. Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India; provided, however, that prior to such disclosure, the Associate (i) notifies Tech Mahindra Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Tech Mahindra Limited has had the opportunity to prevent or limit such disclosure.
- c. In the event of a breach or threatened breach of this Section 4 by Associate, Tech Mahindra Limited shall be entitled, in addition to all other remedies otherwise available to Tech Mahindra Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.
- d. In the event that Tech Mahindra Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Tech Mahindra Limited any costs and attorneys' fees reasonably incurred by Tech Mahindra Limited in connection with obtaining such judgment or order.

If any court should hold any part of the covenants set forth herein to be unreasonable, or otherwise unenforceable, the parties expressly agree that the covenants set forth herein shall be enforced to the extent that would otherwise be deemed reasonable or enforceable. In the event of any breach by Associate, the Non-Compete Period shall be extended on a per diem basis for the period that Associate is in breach.

- 5. **Ownership of Work Product:** Tech Mahindra Limited shall be the sole owner of all of my work product. For this purpose, "work product" means all inventions, improvements, discoveries, documentation, programming and technology (including all associated intellectual property rights) that I may create (alone or with others, at work or elsewhere, during or after the normal workday) relating to the work I do, the business of Tech Mahindra Limited or any research or development conducted by Tech Mahindra Limited I agree to assign, disclose and deliver to Tech Mahindra Limited as Tech Mahindra Limited's property, all right and evidence I may have or acquire with respect to any and all work product, and I agree to take such further actions and sign such further instruments as Tech Mahindra Limited may request from time to time to protect and defend its ownership of any and all work product. I understand that disclosure of my suggestions and ideas is encouraged.
 - 6. **Partial Restriction on Post-Termination Competition:** Background. Tech Mahindra Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both this investment and my compensation reflect Tech Mahindra Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Tech Mahindra Limited's customers or competitors may attempt to cause me to leave Tech Mahindra Limited and wrongfully gain the benefit of Tech Mahindra Limited's investment. The partial restraint set forth in this Section 6 does not, and cannot, provide complete protection for Tech Mahindra Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Tech Mahindra Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Tech Mahindra Limited's interest, giving due regard to both my interests and the interests of Tech Mahindra Limited.
 - 7. **Covenant Not To Compete.** I hereby covenant and agree as a part of and ancillary to this Agreement
- Page 20 of 26

that for the period of 12 months following the termination of my employment with Tech Mahindra Limited (irrespective of the reason for or such termination),

- a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the 12 months period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction is necessary to avoid possible compromise of Confidential Information and business interest;
- b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Tech Mahindra Limited's for which I am providing services on behalf of Tech Mahindra Limited that are competitive with the products and services available to the client from Tech Mahindra Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Tech Mahindra Limited associate; or (2) induce or solicit any associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Tech Mahindra Limited's legitimate business interests and proprietary and confidential information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Tech Mahindra Limited's business interests and proprietary information. I have sufficient skills to find alternative, commensurate employment that would not violate the terms of this undertaking. I acknowledge that adherence to this undertaking shall not deprive me of the ability to earn a living or support my dependents.

8. **Compliance Not Contingent Upon Additional Consideration:** I understand and acknowledge that the wages, compensation, benefits training and experience that Tech Mahindra Limited provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim, any additional or special payment or compliance with the covenants and agreements herein.
9. **Damages and Remedies:** I acknowledge and agree that if I violate this Agreement, Tech Mahindra Limited may take legal action against me as follows: (1) Tech Mahindra Limited may take legal action in the court specified below in **Section 13** for the liquidated damages specified in **Section 6** above and (2) a violation of this Agreement is likely to cause severe and irreparable injury to the business, good will, client relations and proprietary information of Tech Mahindra Limited., an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Tech Mahindra Limited. shall, in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.

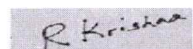
10. **Severability:** Each clause and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.
11. **Entire Agreement:** This Agreement reflects the full and complete agreement between myself and Tech Mahindra Limited on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered or replaced by a subsequent writing, signed by myself and an authorized officer of Tech Mahindra Limited.
12. **Binding Effect:** This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Tech Mahindra Limited (together with their successors and assigns).
13. **Choice of Law:** This Agreement will be governed and controlled in all respects by the laws of India.
14. **Choice of Forum:** The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited for liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited would incur upon such breach.

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in Section 4 so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this _____ day of _____, 20____

For and on Behalf Of
Tech Mahindra Limited



Krishna Ramaswami
Head - Resource Management Group

Signature

(Mahesh Pydisetty)

ANNEXURE - I - ACKNOWLEDGMENT

This acknowledgment shall be attached to and considered part of the employment agreement executed this date by and between Tech Mahindra Ltd "Company" and the **Mr. Mahesh Pydisetty** "Employee".

The Employee recognizes, understands and specifically agrees to the restrictive covenant contained in the foregoing agreement. The Employee further acknowledges that said restrictive covenant and the territorial limitations set forth therein is reasonable.

I understand that my employment with the Company is absolutely conditioned upon execution of this Acknowledgment and agreement. I have fully read, understood and agree to be bound by the attached agreement and this Acknowledgment. I, **Mahesh Pydisetty** hereby further acknowledge and confirm that I have read and understood the foregoing agreement. I understand that I have the right and the time to have this agreement reviewed by Advocate of my choice but has declined to do so.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the Employee has set his or her hand on this ____day of _____ (month), _____ (year), and hereby acknowledges, understands and agrees to the above.

[Name & Signature]

Witness/ Notary Public: _____

Annexure - J - INDEMNITY BOND WITH SURETY

This Indemnity is made and executed at <<Joining Location>> on this << Joining Date>> day of << Joining Month>> << Joining Year>> by Mr. /Ms. /Mrs. << Name >> age <<Age>> S/o Mr. <<Father's Name>> a permanent resident of <<Address>> *hereinafter called "Employee" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the first par

AND

Mr. <<Name of Surety>> age <<Age>> S/o Mr.<< Father's Name of Surety>> a permanent resident of << Surety Address>> [hereinafter called "Surety" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the second part,

IN FAVOUR OF Tech Mahindra Limited, a company incorporated under the Companies Act, 1956 and having its Corporate Office at Info city, Hi-tech City Layout Madhapur, Hyderabad 500081, India [hereinafter called "**Tech Mahindra**" which expression shall, unless repugnant to the context or meaning thereof, mean and include its successors-in-interest and permitted assigns].

WHEREAS the **Employee** has been selected for appointment as _____ in the Band _____ in the service of Tech Mahindra.

AND WHEREAS an Offer of Appointment containing the terms and conditions of the appointments has already been issued to the **Employee** vide letter No _____ dated _____ of Tech Mahindra.

AND WHEREAS the acceptance of the terms and conditions of the appointment has already been communicated to **Tech Mahindra** on _____ by the **employee**.

AND WHEREAS one of the terms and conditions of the appointment is that the Employee shall undergo an initial training programme called Entry Level Integrated Training and Enablement (hereinafter referred as ELITE) which may also include the project specific training/s and would be subsequently placed on assignments relating to various projects of Tech-Mahindra. The Employee shall serve Tech Mahindra for a minimum period of **twenty four (24)** months from the date of joining of the Employee and execute an indemnity with surety in favour of **Tech Mahindra**.

NOW THIS INDENTURE WITNESSETH as under:

1. In compliance of the aforesaid condition in Offer of Appointment subject to which **Tech Mahindra** has agreed to give appointment to the Employee, the Employee **hereby** undertakes to undergo the Initial Training Programme as provided by **Tech Mahindra** without any interruption whatsoever and serve **Tech Mahindra**, on its various projects at any location, in India or abroad, for a minimum period of **twenty four (24)** months from the date of joining.
2. The **Employee** hereby undertakes to devote his/her full time and attention to the business of **Tech Mahindra** with due care, skill and diligence. The **Employee** further undertakes to use his/her best efforts in the performance of his/her duties and responsibilities and abide by the rules and regulations of **Tech Mahindra**.
3. The **Employee** hereby undertakes to honor the commitment made by **Tech Mahindra** to its customer/s for completion of any project/s and further undertakes not to abandon any project before its completion.
4. The party of the Second Part i.e. _____ agrees to stand as Surety for the due performance of the obligation of the **Employee** under this agreement of indemnity. **In case of breach of the terms of this indemnity by the Employee and failure to indemnify Tech Mahindra**, the Surety shall be jointly and severally liable to pay the aforesaid amount of **INR 100,000/- (Rupees One lakh only)** to **Tech Mahindra** with an interest at the rate as specified herein below, immediately on demand.
5. The **Employee** further agrees and undertakes that in case, he/she commits breach of the above conditions and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him/her leading to termination of his/her service as per rules/regulations, by **Tech Mahindra**, he/she shall pay an amount of **INR 100,000 (Rupees One lakh only)** with the interest thereon @ 15% per annum from the date of breach of the above till the payment thereof, as liquidated damages/cost of training including on the job training, the expenses which **Tech Mahindra** has incurred/may have to incur in recruiting another employee in his/her place, and also on account of business loss suffered/to be suffered by **Tech Mahindra** during intervening period. The employee and surety agree that assessment of liquidated damages as assessed as **INR 100,000 (Rupees One lakh only)** are reasonable, which they both agree to pay jointly and severally, on demand made by **Tech Mahindra**.
6. Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the **Employee** to continue in the service of **Tech Mahindra** for the aforesaid term of **twenty four (24)** months, and **Tech Mahindra** shall always have the right to take appropriate action against the **Employee** as per terms of the appointment letter and/or the rules and regulations of **Tech Mahindra** as applicable, in case of commission of any misconduct by the **Employee**.
7. The amount specified above shall constitute a debt owing to **Tech Mahindra** and shall be recoverable from the **Employee** and the Surety jointly and severally with interest thereon at the rate specified above till the payment thereof.

IN WITNESS whereof, the **EMPLOYEE & the SURETY** have put their signatures in the presence of the witnesses.

Signed and delivered by the Party of the first part i.e. the Employee having read and understood the contents/terms of this Indemnity Bond

Name of First Part:

Sig:

Signed and delivered by the Party of the second part i.e. the Surety having read and understood the contents/terms of this Indemnity Bond

Name of Surety:

Sig:

S/d by:-

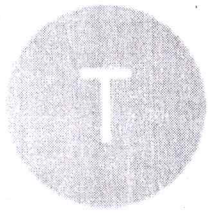
1. WITNESS: _____
(Name)

NAME & ADDRESS:

2. WITNESS: _____
(Name)

NAME & ADDRESS

(61)



TCS Careers 10:46 PM

to me ▾



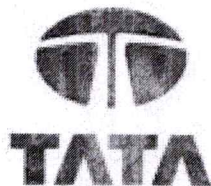
Dear kadagala chandrasedkhar,^(ME)

-
- Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep

- account.
- Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link:
<https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on I Accept button to



Offer: Computer Consultancy

Ref: TCSL/DT20218098489/Hyderabad

Date: 16/10/2021

Mr. Akash Marnur
3-7-146 Katthera Street,
Near Rama Mandhiram,
Srikakulam-532001,
Andhra Pradesh.
Tel# 91-9533902146

Dear Akash Marnur,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential

TCSL/DT20218098489

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



OFFER LETTER

D.O.J. -22/Dec/2021

Miss, Budumuru Pavani
Add-2-36, Pain Veedhi, Srikakulam,
Andhra Pradesh-532402

Dear. Pavani,

It gives us great pleasure in inviting you to join **IBM LIMITED**.

("IBM"), to the position of Software Developer decision support and solution in the areas of credit & risk, portfolio management and technology to financial companies throughout Global points. Our Business objective is to drive performance by helping our client implement best decisions suited to their Businesses and market place.

Your appointment in the company will be subject to the following term and conditions.

1. Salary and Other Benefits

Basic Salary	Rs	28,720
House Rent allowance	Rs	2,400
Conveyance Allowance	Rs	4,400
Supplementary Allowance	Rs	2,800
Gross Salary	Rs	38,320

Ref: 022GS-CDR/00220/24

Date:24/03/2021

GAYISRI KALYAN
(MG00847)

Sub: LETTER OF APPOINTMENT

With reference to your application dated **21/05/2021**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from **11/08/2021** 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.

You are required to submit the following documents and certificates in original at the time of your joining duties.

8. 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:24/03/2021

KILLAMSETTY RATAN
(MG00850)

Sub: LETTER OF APPOINTMENT

With reference to your application dated **21/05/2021**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from **11/08/2021** 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.

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.

You are required to submit the following documents and certificates in original at the time of your joining duties.

8. 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:24/03/2021

GEDALA DILIP KUMAR
(MG00848)

Sub: LETTER OF APPOINTMENT

With reference to your application dated **21/05/2021**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from **11/08/2021** 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.

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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.

You are required to submit the following documents and certificates in original at the time of your joining duties.

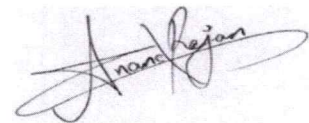
8. a) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
b) Documents in proof of your educational and other technical qualifications and previous experience if any.

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/00220/21

Date: 24/03/2021

SIMHADRI RANJITHA

(MG00096)

Sub: LETTER OF APPOINTMENT

With reference to your application dated 21/05/2021, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from 11/08/2021 on the following terms and conditions:

81. 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.
82. 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.
83. 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.
84. 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.
85. 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.
86. 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.
87. 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.
88. 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)

89. 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.

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.

90. 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.

91. 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.

92. 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.

93. 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.

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95. You are required to submit the following documents and certificates in original at the time of your joining duties.

96. k) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
l) 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 10/05/2021 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


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

Ref: 022GS-CDR/00220/21

Date: 24/03/2021

BOLLA TEJA

(MG00043)

Sub: LETTER OF APPOINTMENT

With reference to your application dated **21/05/2021**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from **11/08/2021** on the following terms and conditions:

97. 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.
98. 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.
99. 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.
100. 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.
101. 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.
102. 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.
103. 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.
104. 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)

105. 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.

106. 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.

107. 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.

108. 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.

109. 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.

110. 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.

111. 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.

You are required to submit the following documents and certificates in original at the time of your joining duties.

112. m) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
n) 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 10/05/2021 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


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

Ref: 022GS-CDR/00220/21

Date: 24/03/2021

SANCHANA SNDHYA RANI

(MG00537)

Sub: LETTER OF APPOINTMENT

With reference to your application dated **21/05/2021**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from **11/08/2021** on the following terms and conditions:

33. 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.
34. 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.
35. 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.
36. 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.
37. 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.
38. 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.
39. 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.
40. 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.


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41. 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.

- 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.
- 42.

- 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.
- 43.

- 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.
- 44.

- 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.
- 45.

- 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.
- 46.

- 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.
- 47.

You are required to submit the following documents and certificates in original at the time of your joining duties.

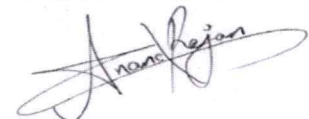
48. e) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
f) Documents in proof of your educational and other technical qualifications and previous experience if any.

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 **10/05/2021** 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



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

Ref: 022GS-CDR/00220/21

Date: 24/03/2021

BADIJANA SWATHI SINDHU

(MG00976)

Sub: LETTER OF APPOINTMENT

With reference to your application dated **21/05/2021**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from **11/08/2021** on the following terms and conditions:

49. 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.
50. 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.
51. 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.
52. 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.
53. 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.
54. 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.
55. 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.
56. 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)

57. 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.

58. 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.

59. 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.

60. 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.

61. 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.

62. 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.

63. 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.

You are required to submit the following documents and certificates in original at the time of your joining duties.

64. g) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
h) 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 10/05/2021 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

PRINCIPAL

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

Ref: 022GS-CDR/00220/21

Date: 24/03/2021

BALLA CHANDU

(MG00101)

Sub: LETTER OF APPOINTMENT

With reference to your application dated **21/05/2021**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from **11/08/2021** on the following terms and conditions:

65. 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.
66. 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.
67. 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.
68. 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.
69. 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.
70. 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.
71. 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.
72. 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)

73. 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.

74. 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.

75. 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.

76. 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.

77. 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.

78. 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.

79. 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.

You are required to submit the following documents and certificates in original at the time of your joining duties.

80. i) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
j) 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 **10/05/2021** 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

PRINCIPAL

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

Ref: 022GS-CDR/00220/21

Date: 24/03/2021

BHAIRI SWARNESWARI

(MG00525)

Sub: LETTER OF APPOINTMENT

With reference to your application dated **21/05/2021**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from **11/08/2021** 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 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.

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.

You are required to submit the following documents and certificates in original at the time of your joining duties.

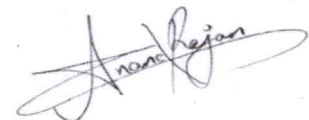
16. a) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
b) Documents in proof of your educational and other technical qualifications and previous experience if any.

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 **10/05/2021** 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



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

Ref: 022GS-CDR/00220/21

Date: 24/03/2021

R. SOWJANYA PRASANTI

(MG00426)

Sub: LETTER OF APPOINTMENT

With reference to your application dated **21/05/2021**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from **11/08/2021** on the following terms and conditions:

17. 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.
18. 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.
19. 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.
20. 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.
21. 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.
22. 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.
23. 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.
24. 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)

25. 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.

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.

26. 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.

27. 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.

28. 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.

29. 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.

30. 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.

31. You are required to submit the following documents and certificates in original at the time of your joining duties.

32. c) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
d) 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 **10/05/2021** 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

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

Ref: 022GS-CDR/00220/24

Date:24/03/2021

KEMBURU SANTOSH KUMAR
(MG00849)

Sub: LETTER OF APPOINTMENT

With reference to your application dated **21/05/2021**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from **11/08/2021** 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.

You are required to submit the following documents and certificates in original at the time of your joining duties.

8. 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)

**MUTHOOT MONEY LIMITED GL SOUTH**

Building No.3-6-211, 2nd 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:24/03/2021

ADAPA RAJESWARI
(MG00851)

Sub: LETTER OF APPOINTMENT

With reference to your application dated **21/05/2021**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from **11/08/2021** 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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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.

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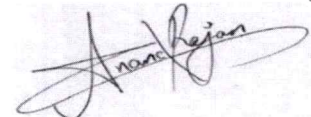
8. a) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
b) Documents in proof of your educational and other technical qualifications and previous experience if any.

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:24/03/2021

ALABANA INDUMATHI
(MG00852)

Sub: LETTER OF APPOINTMENT

With reference to your application dated **21/05/2021**, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from **11/08/2021** 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.
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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.

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8. 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:24/03/2021

GUNNA DILEEP
(MG00853)

Sub: LETTER OF APPOINTMENT

With reference to your application dated 21/05/2021, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from 11/08/2021 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.

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.

2. 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.

3. 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.

4. 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.

5. 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.

6. 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.

You are required to submit the following documents and certificates in original at the time of your joining duties.

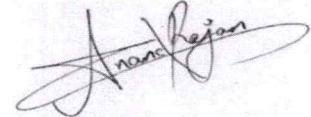
7. a) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
b) Documents in proof of your educational and other technical qualifications and previous experience if any.

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)



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

10-03-2021

Mr./Ms GURUGUBELLI BHAVANA

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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- 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.



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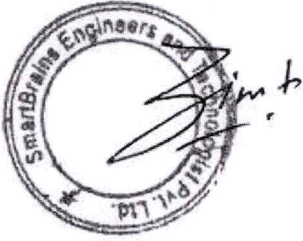
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We take pleasure in welcoming you and look forward to a mutually meaningful and long association.

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.

GURUGUBELLI BHAVANA

Dated: 10-03-2021

Acceptance

PRINCIPAL

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



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Provisional offer of Appointment

SBERTND281

10-03-2021

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Congratulations!!!

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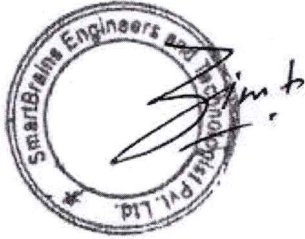
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Sincerely,

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar
Manager

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

REJETI MOUNIKA

Dated: 10-03-2021

Acceptance


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



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Provisional offer of Appointment

SBERTND281

10-03-2021

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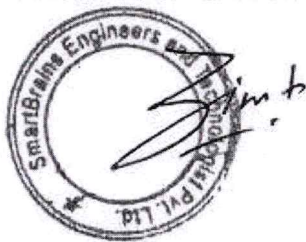
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BURA BHAVANI

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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



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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 logs, 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.

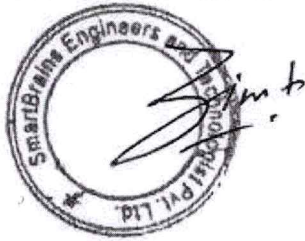
A-25, Sector - 59, Noida - 201301
Tel.: 0120-4104995, E-mail: info@smartbrains.in
CIN - U80301DL2009PTC196925

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.

KONDAGORRI BHAGYALAXMI

Dated: 10-03-2021

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: 25-01-2021

Name: **RAKOTI VAMSI**

Dear **RAKOTI VAMSI**

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 01-05-2021 and end date 31/05/2021 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:
 - d. Machine Skills
 - e. Personality Development and
 - f. 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

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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

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: 25-01-2021

Name: **RAMO CHANDRA BEHERA**

Dear **RAMO CHANDRA BEHERA**

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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Signature and date:

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PRINCIPAL

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

TALENTPRO FOUNDATION

Date: 25-01-2021

Name: **RAYAVALASA VINOD**

Dear **RAYAVALASA VINOD**

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: 25-01-2021

Name: **THANGI SANTOSH KUMAR**

Dear **THANGI SANTOSH KUMAR**

Letter Of Indent

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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:

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

TALENTPRO FOUNDATION

Date: 25-01-2021

Name: **MEELA SRINU**

Dear **MEELA SRINU**

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



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

Date: 25-01-2021

Name: MASABATTULA MOHANARAO

Dear MASABATTULA MOHANARAO

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



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

Date: 25-01-2021

Name: LAVETI JAGADEESH

Dear LAVETI JAGADEESH

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



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

Date: 25-01-2021

Name: KURAMANA CHARANKUMAR

Dear KURAMANA CHARANKUMAR

Letter Of Indent

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TALENTPRO FOUNDATION


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

Date: 21-01-2020

Name: VANA RAJ KUMAR

Dear VANA RAJ 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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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.

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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

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For TalentPro Foundation

Accepted and Agreed



(Authorized Signatory)

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Signature and date:

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Note: The acknowledged copy to be dispatched to

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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: 21-01-2020

Name: PALISETTI DURGA PRASAD

Dear PALISETTI DURGA PRASAD

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: 11-02-2022

Name: GOLIVI SANTHOSH

Dear GOLIVI SANTHOSH

Letter Of Indent

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PRINCIPAL

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ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 11-02-2022

Name: GURUBELLI SANTHOSH KUMAR

Dear GURUBELLI SANTHOSH KUMAR

Letter Of Indent

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PRINCIPAL

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

TALENTPRO FOUNDATION

Date: 11-02-2022

Name: GURUGUBELLI VARAHALU NAIDU

Dear GURUGUBELLI VARAHALU NAIDU

Letter Of Indent

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

TALENTPRO FOUNDATION

Date: 11-02-2022

Name: KAVALLA BHASKARARAO

Dear KAVALLA BHASKARARAO

Letter Of Indent

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

TALENTPRO FOUNDATION

Date: 21-01-2020

Name: AIDHAM SHANMUKHA RAO

Dear AIDHAM SHANMUKHA RAO

Letter Of Indent

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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

Date: 21-01-2020

Name: ANUPOJU PHANEENDRA

Dear ANUPOJU PHANEENDRA

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:
 - d. Machine Skills
 - e. Personality Development and
 - f. 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

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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.

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

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

TALENTPRO FOUNDATION

Date: 21-01-2020

Name: KINJARAPU ABHISEKH

Dear KINJARAPU ABHISEKH

Letter Of Indent

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PRINCIPAL

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

TALENTPRO FOUNDATION

Date: 21-01-2020

Name: LINGALA MANMADHA RAO

Dear LINGALA MANMADHA RAO

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: 21-01-2020

Name: M PRAVEEN

Dear M PRAVEEN

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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42123499



PRINCIPAL

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

TALENTPRO FOUNDATION

Date: 11-02-2022

Name: PAGOTI BHARGAVA RAO

Dear PAGOTI BHARGAVA RAO

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 11-06-2022 and end date 31/06/2022 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:
 - kk. Machine Skills
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- You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

TALENTPRO FOUNDATION

Date: 25-01-2021

Name: **SINIGUPURAM PRADEEP KUMAR**

Dear **SINIGUPURAM PRADEEP 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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PRINCIPAL

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

TALENTPRO FOUNDATION

Date: 25-01-2021

Name: SINGUPURAM TARAKARATNA

Dear SINGUPURAM TARAKARATNA

Letter Of Indent

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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

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: 25-01-2021

Name: REESU SANKARI

Dear REESU SANKARI

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 01-05-2021 and end date 31/05/2021 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:
 - m. Machine Skills
 - n. Personality Development and
 - o. 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

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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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42123499



PRINCIPAL

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

TALENTPRO FOUNDATION

Date: 08/02/2021

Dear **GUDLA 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 24/7/2021 otherwise this offer will stand withdrawn automatically.

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

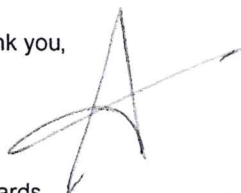
You are requested to bring attested copies along with the original certificates/testimonials at the time of joining along with

- 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: 08/02/2021

Dear GUDLA SUSMITHA,

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 24/7/2021 otherwise this offer will stand withdrawn automatically.

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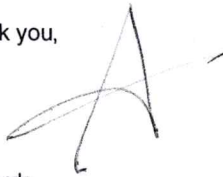
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Thank you,



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: 08/02/2021

Dear BONGU MURALI KRISHNA,

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 24/7/2021 otherwise this offer will stand withdrawn automatically.

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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: 08/02/2021

Dear TEMBURU DEVIKA,

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 24/7/2021 otherwise this offer will stand withdrawn automatically.

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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: 08/02/2021

Dear KOLLI MAHESH,

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 24/7/2021 otherwise this offer will stand withdrawn automatically.

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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: 08/02/2021

Dear SINGARAPU SRIKANTH,

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.

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KARVY COMPUTER SHARE HYDERABAD

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

Date: 08/02/2021

Dear **DOKI GOWTHAM**,

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.

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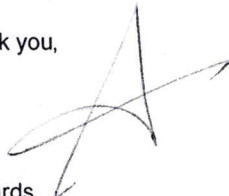
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Thank you,



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: 08/02/2021

Dear GUNTUKU SOWJANYA,

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.

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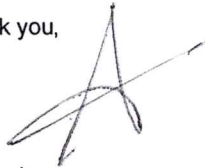
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KARVY COMPUTER SHARE HYDERABAD

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Phone:040 6666 0225



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

Date: 08/02/2021

Dear **ANAPANA INDU**,

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.

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KARVY COMPUTER SHARE HYDERABAD

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

Date: 08/02/2021

Dear **KANAKALA SREE DEVI**,

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.

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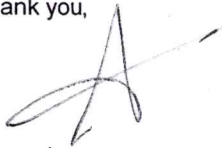
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Thank you,



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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: 08/02/2021

Dear KAMBA PREMSAI,

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.

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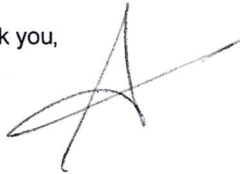
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Thank you,



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KARVY COMPUTER SHARE HYDERABAD

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

Date: 08/02/2021

Dear **MAMIDI LAKSHMI PRASANNA**,

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 24/7/2021 otherwise this offer will stand withdrawn automatically.

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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, Srikakulam-532410 (A.P.)

Date: 08/02/2021

Dear **BOCHA DIVYA**,

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.

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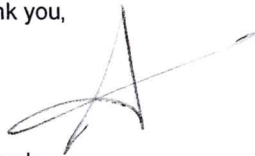
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PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532410 (A.P)

Selection Letter

Date : 14/5/2021

Dear GORLI ASWINI KUMARI

With reference to the interviews you have had with us, we are pleased to Shortlisted you in our organization for the position of **Associate** and placed in **Band 1**.

*This is a selection letter at Campus drive; Final round of Interview will be conducted post completion of your academics.

*Once completed Final round of Interview after completing degree, post Final interview selection only will be joining with our organization.

You should complete the below certification at the time of joining & proof for the same would be verified.

Documents required to collect Offer letter and for Joining. (Please call originals for verification):

1. Passport size Photographs (3 units)
2. Proof of Address (Pan card / Aadhar Card/Driving License)
3. For Education Qualification:
 - a. 10th, 12th, UG, PG all Mark sheet & Certificate.

While joining time candidate should not keep any arrears is Compulsory.

Your appointment at Hexaware BPS is subject to confirmation only when the following documents are submitted. Until then, the Date of Joining will be withheld.

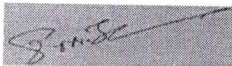
While we have your consent on your notice period/ joining with us, will have your DOJ and the offer letter rolled out shortly.

Please note that the Letter of Intent is not an Offer Letter.

If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of the Letter of Intent as a token of your acceptance.

A warm welcome to you and wish you the best in your career with Hexaware BPS.

Best wishes,



Team HR (Hexaware BPS)



Signed and Accepted.



PRINCIPAL

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

Selection Letter

Date : 14/5/2021

Dear SAVARA BABU

With reference to the interviews you have had with us, we are pleased to Shortlist you in our organization for the position of Associate and placed in Band 1.

***This is a selection letter at Campus drive; Final round of Interview will be conducted post completion of your academics.**

***Once completed Final round of Interview after completing degree, post Final interview selection only will be joining with our organization.**

You should complete the below certification at the time of joining & proof for the same would be verified.

Documents required to collect Offer letter and for Joining. (Please call originals for verification):

1. Passport size Photographs (3 units)
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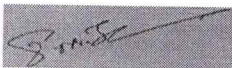
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A warm welcome to you and wish you the best in your career with Hexaware BPS.

Best wishes,



Team HR (Hexaware BPS)


Signed and Accepted.

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

Selection Letter

Date : 14/5/2021

Dear KONDAGORRI NIROSHA

With reference to the interviews you have had with us, we are pleased to Shortlist you in our organization for the position of Associate and placed in Band 1.

*This is a selection letter at Campus drive; Final round of Interview will be conducted post completion of your academics.

*Once completed Final round of Interview after completing degree, post Final interview selection only will be joining with our organization.

You should complete the below certification at the time of joining & proof for the same would be verified.

Documents required to collect Offer letter and for Joining. (Please call originals for verification):

1. Passport size Photographs (3 units)
2. Proof of Address (Pan card / Aadhar Card/Driving License)
3. For Education Qualification:
 - a. 10th, 12th, UG, PG all Mark sheet & Certificate.

While joining time candidate should not keep any arrears is Compulsory.

Your appointment at Hexaware BPS is subject to confirmation only when the following documents are submitted. Until then, the Date of Joining will be withheld.

While we have your consent on your notice period/ joining with us, will have your DOJ and the offer letter rolled out shortly.

Please note that the Letter of Intent is not an Offer Letter.

If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of the Letter of Intent as a token of your acceptance.

A warm welcome to you and wish you the best in your career with Hexaware BPS.

Best wishes,



Team HR (Hexaware BPS)

K. Nirosha
Signed and Accepted.



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

Selection Letter

Date : 14/5/2021

Dear REESI SARASWATHI

With reference to the interviews you have had with us, we are pleased to Shortlisted you in our organization for the position of **Associate** and placed in **Band 1**.

***This is a selection letter at Campus drive; Final round of Interview will be conducted post completion of your academics.**

***Once completed Final round of Interview after completing degree, post Final interview selection only will be joining with our organization.**

You should complete the below certification at the time of joining & proof for the same would be verified.

Documents required to collect Offer letter and for Joining. (Please call originals for verification):

1. Passport size Photographs (3 units)
2. Proof of Address (Pan card / Aadhar Card/Driving License)
3. For Education Qualification:
 - a. 10th, 12th, UG, PG all Mark sheet & Certificate.

While joining time candidate should not keep any arrears is Compulsory.

Your appointment at Hexaware BPS is subject to confirmation only when the following documents are submitted. Until then, the Date of Joining will be withheld.

While we have your consent on your notice period/ joining with us, will have your DOJ and the offer letter rolled out shortly.

Please note that the Letter of Intent is not an Offer Letter.

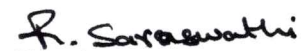
If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of the Letter of Intent as a token of your acceptance.

A warm welcome to you and wish you the best in your career with Hexaware BPS.

Best wishes,



Team HR (Hexaware BPS)


Signed and Accepted.


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

Selection Letter

Date : 14/5/2021

Dear GUVVADA MANJULA

With reference to the interviews you have had with us, we are pleased to Shortlisted you in our organization for the position of Associate and placed in Band 1.

*This is a selection letter at Campus drive; Final round of Interview will be conducted post completion of your academics.

*Once completed Final round of Interview after completing degree, post Final interview selection only will be joining with our organization.

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If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of the Letter of Intent as a token of your acceptance.

A warm welcome to you and wish you the best in your career with Hexaware BPS.

Best wishes,



Team HR (Hexaware BPS)

Signed and Accepted.



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

Selection Letter

Date : 14/5/2021

Dear MARUBARIKI PADMA

With reference to the interviews you have had with us, we are pleased to Shortlist you in our organization for the position of Associate and placed in Band 1.

*This is a selection letter at Campus drive; Final round of Interview will be conducted post completion of your academics.

*Once completed Final round of Interview after completing degree, post Final interview selection only will be joining with our organization.

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Documents required to collect Offer letter and for Joining. (Please call originals for verification):

1. Passport size Photographs (3 units)
2. Proof of Address (Pan card / Aadhar Card/Driving License)
3. For Education Qualification:
 - a. 10th, 12th, UG, PG all Mark sheet & Certificate.

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A warm welcome to you and wish you the best in your career with Hexaware BPS.

Best wishes,



Team HR (Hexaware BPS)

Signed and Accepted.



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

Selection Letter

Date : 14/5/2021

Dear NIMMAKA SANDYARANI

With reference to the interviews you have had with us, we are pleased to Shortlist you in our organization for the position of Associate and placed in Band 1.

*This is a selection letter at Campus drive; Final round of Interview will be conducted post completion of your academics.

*Once completed Final round of Interview after completing degree, post Final interview selection only will be joining with our organization.

You should complete the below certification at the time of joining & proof for the same would be verified.

Documents required to collect Offer letter and for Joining. (Please call originals for verification):

1. Passport size Photographs (3 units)
2. Proof of Address (Pan card / Aadhar Card/Driving License)
3. For Education Qualification:
 - a. 10th, 12th, UG, PG all Mark sheet & Certificate.

While joining time candidate should not keep any arrears is Compulsory.

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A warm welcome to you and wish you the best in your career with Hexaware BPS.

Best wishes,



Team HR (Hexaware BPS)

Signed and Accepted.



PRINCIPAL

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

Selection Letter

Date : 14/5/2021

Dear CHINTHU NIRMALA

With reference to the interviews you have had with us, we are pleased to Shortlist you in our organization for the position of **Associate** and placed in **Band 1**.

***This is a selection letter at Campus drive; Final round of Interview will be conducted post completion of your academics.**

***Once completed Final round of Interview after completing degree, post Final interview selection only will be joining with our organization.**

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1. Passport size Photographs (3 units)
2. Proof of Address (Pan card / Aadhar Card/Driving License)
3. For Education Qualification:
 - a. 10th, 12th, UG, PG all Mark sheet & Certificate.

While joining time candidate should not keep any arrears is Compulsory.

Your appointment at **Hexaware BPS** is subject to confirmation only when the following documents are submitted. Until then, the Date of Joining will be withheld.

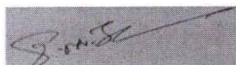
While we have your consent on your notice period/ joining with us, will have your DOJ and the offer letter rolled out shortly.

Please note that the Letter of Intent is not an Offer Letter.

If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of the Letter of Intent as a token of your acceptance.

A warm welcome to you and wish you the best in your career with Hexaware BPS.

Best wishes,



Team HR (Hexaware BPS)

Signed and Accepted.



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

OfferLetter

Ref: SLN/HRD/20-21/55

Date:24-05-2021

PAIDIPEDDIGARI PRADEEP ,


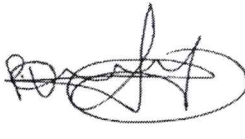
Dear PAIDIPEDDIGARI PRADEEP ,

Wearepleasedtoofferyouapositionin ourcompanyas“Graduate Engineer Trainee”
basedonyoureducationalqualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer
letter is valid up to **4-July-2021**. Your salary will be 192,000.CTC Per Annum. Work Location Will
Be in Hyderabad Telangana.

Wearelookingforwardtoyou joiningwith ourorganization.

From
P Vinay Kumar
SRHRGeneralist
SLNBUILDCONINDIAPrivateLimited



AuthorizedSignatory



PRINCIPAL

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

SLNBUILDCONINDIAPRIVATELIMITED

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

OfferLetter

Ref: SLN/HRD/20-21/56

Date:24-05-2021

VAKADA SATISH ,

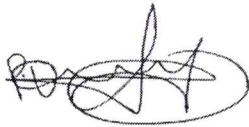
Dear VAKADA SATISH ,

Wearepleasedtoofferyouapositionin ourcompanyas“Graduate Engineer Trainee”
basedonyoureducationalqualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer
letter is valid up to **4-July-2021**. Your salary will be 192,000.CTC Per Annum. Work Location Will
Be in Hyderabad Telangana.

Wearelookingforwardtoyou joiningwith ourorganization.

From
P Vinay Kumar
SRHRGeneralist
SLNBUILDCONINDIAPrivateLimited



AuthorizedSignatory



PRINCIPAL

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

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

OfferLetter

Ref: SLN/HRD/20-21/57

Date:24-05-2021

YAJJALA PARVATHI ,


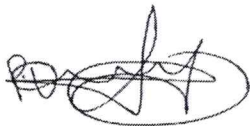
Dear YAJJALA PARVATHI ,

Wearepleasedtoofferyouapositionin ourcompanyas“**Graduate Engineer Trainee**”
basedonyoureducationalqualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer
letter is valid up to **4-July-2021**.Your salary will be 192,000.CTC Per Annum. Work Location Will
Be in Hyderabad Telangana.

Wearelookingforwardtoyou joiningwith ourorganization.

From
P Vinay Kumar
SRHRGeneralist
SLNBUILDCONINDIAPrivateLimited



Authorized Signatory



PRINCIPAL

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



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

OfferLetter

Ref: SLN/HRD/20-21/12

Date:24-05-2021

SAVARA MADHU,


Dear SAVARA MADHU,

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-July-2021**. Your salary will be 2,20,000.CTC Per Annum. Work Location Will Be in Hyderabad Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SRHR Generalist
SLNBUILDCONINDIA Private Limited



Authorized Signatory



PRINCIPAL

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

SLNBUILD CON INDIA PRIVATE LIMITED

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

Offer Letter

Ref: SLN/HRD/20-21/88

Date: 24-05-2021

TUMULA SURENDRA KUMAR,

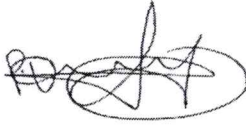
Dear TUMULA SURENDRA KUMAR,

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-July-2021**. Your salary will be 2,20,000.CTC Per Annum. Work Location Will Be in Hyderabad Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SRHR Generalist
SLNBUILD CON INDIA Private Limited



Authorized Signatory


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

SLNBUILD CON INDIA PRIVATE LIMITED

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

Offer Letter

Ref: SLN/HRD/20-21/67

Date: 24-05-2021

SAVARA SURESH,

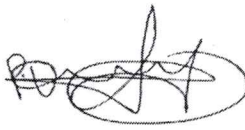
Dear SAVARA SURESH,

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-July-2021**. Your salary will be 2,20,000.CTC Per Annum. Work Location Will Be in Hyderabad Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SRHR Generalist
SLNBUILD CON INDIA Private Limited



Authorized Signatory



PRINCIPAL

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

SLNBUILD CON INDIA PRIVATE LIMITED

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

Offer Letter

Ref: SLN/HRD/20-21/34

Date: 24-05-2021

SAVARA VINOD KUMAR,

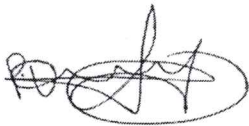
Dear SAVARA VINOD KUMAR,

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-July-2021**. Your salary will be 2,20,000.CTC Per Annum. Work Location Will Be in Hyderabad Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SRHR Generalist
SLNBUILD CON INDIA Private Limited



Authorized Signatory



PRINCIPAL

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

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

OfferLetter

Ref: SLN/HRD/20-21/55

Date:24-05-2021

TANKALA JHANSI,

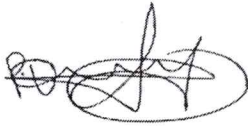
Dear TANKALA JHANSI,

Wearepleasedtoofferyouapositionin ourcompanyas“Graduate Engineer Trainee”
basedonyoureducationalqualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer
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Wearelookingforwardtoyou joiningwith ourorganization.

From
P Vinay Kumar
SRHRGeneralist
SLNBUILDCONINDIAPrivateLimited



AuthorizedSignatory



PRINCIPAL

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

SLNBUILDCONINDIAPRIVATELIMITED

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

OfferLetter

Ref: SLN/HRD/20-21/23

Date:24-05-2021

SUSHMA PANIGRAHI,

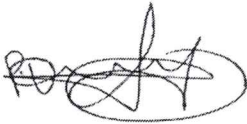
Dear SUSHMA PANIGRAHI,

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-July-2021**. Your salary will be 2,20,000.CTC Per Annum. Work Location Will Be in Hyderabad Telangana.

We are looking forward to you joining with our organization.

From
P Vinay Kumar
SRHR Generalist
SLNBUILDCONINDIA Private Limited



Authorized Signatory



PRINCIPAL

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

SLNBUILDCONINDIAPRIVATELIMITED

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

OfferLetter

Ref: SLN/HRD/20-21/58

Date:24-05-2021

YANDAVA AKASH,


Dear YANDAVA AKASH,

Wearepleasedtoofferyouapositionin ourcompanyas“Graduate Engineer Trainee”
basedonyoureducationalqualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer
letter is valid up to **4-July-2021**. Your salary will be 192,000.CTC Per Annum. Work Location Will
Be in Hyderabad Telangana.

Wearelookingforwardtoyou joiningwith ourorganization.

From
P Vinay Kumar
SRHRGeneralist
SLNBUILDCONINDIAPrivateLimited



AuthorizedSignatory



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETP, H.R.L.A. Srihailuam-532410 (A.P.)

SLNBUILDCONINDIAPRIVATELIMITED

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

OfferLetter

Ref: SLN/HRD/20-21/59

Date:24-05-2021

YELISI RAJA RAJESWARI ,

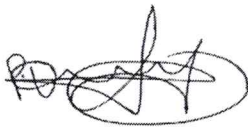
Dear YELISI RAJA RAJESWARI ,

Wearepleasedtoofferyouapositionin ourcompanyas“**Graduate Engineer Trainee**”
basedonyoureducationalqualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer
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Wearelookingforwardtoyou joiningwith ourorganization.

From
P Vinay Kumar
SRHRGeneralist
SLNBUILDCONINDIAPrivateLimited



AuthorizedSignatory



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

OfferLetter

Ref: SLN/HRD/20-21/60

Date:24-05-2021

ALLAMSETTI BHAGAVAN ,

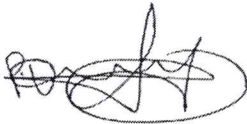
Dear ALLAMSETTI BHAGAVAN ,

Wearepleasedtoofferyouapositionin ourcompanyas“Graduate Engineer Trainee”
basedonyoureducationalqualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer
letter is valid up to **4-July-2021**. Your salary will be 192,000.CTC Per Annum. Work Location Will
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Wearelookingforwardtoyou joiningwith ourorganization.

From
P Vinay Kumar
SRHRGeneralist
SLNBUILDCONINDIAPrivateLimited



AuthorizedSignatory



PRINCIPAL

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

SLNBUILDCONINDIAPRIVATELIMITED

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

OfferLetter

Ref: SLN/HRD/20-21/61

Date:24-05-2021

GONDU RAMESH KUMAR ,

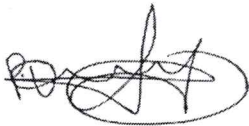
Dear GONDU RAMESH KUMAR ,

Wearepleasedtoofferyouapositionin ourcompanyas“**Graduate Engineer Trainee**”
basedonyoureducationalqualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer
letter is valid up to **4-July-2021**. Your salary will be 192,000.CTC Per Annum. Work Location Will
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Wearelookingforwardtoyou joiningwith ourorganization.

From
P Vinay Kumar
SRHRGeneralist
SLNBUILDCONINDIAPrivateLimited



AuthorizedSignatory



PRINCIPAL

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

SLNBUILDCONINDIAPRIVATELIMITED

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

OfferLetter

Ref: SLN/HRD/20-21/62

Date:24-05-2021

IPPILI RATAN SRINIVAS ,


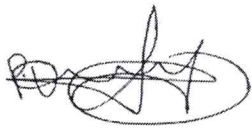
Dear IPPILI RATAN SRINIVAS ,

Wearepleasedtoofferyouapositionin ourcompanyas“Graduate Engineer Trainee”
basedonyoueducationalqualification.

An appointment letter will be issued to you on your reporting for duty. Please note that this offer
letter is valid up to **4-July-2021**. Your salary will be 192,000.CTC Per Annum. Work Location Will
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Wearelookingforwardtoyou joiningwith ourorganization.

From
P Vinay Kumar
SRHRGeneralist
SLNBUILDCONINDIAPrivateLimited



AuthorizedSignatory



PRINCIPAL

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



Date: 12/01/2021

Subject: Offer for Employment

Dear **BENDI BHANUCHANDAR**,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,16,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

We request you to bring the following documents/credentials at the time of joining and submit them to the HR Department:

- Photocopy of all your academic qualification documents (degree or certificates, etc.)
- Proof of address
- Copy of passport, Aadhar Card & PAN card
- Three passport-size photographs

We welcome you to the Talent Shine family and wish you a rewarding career ahead! Please feel free to get in touch with Mrs. Vijetha, HR, at any time for further information.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

Authorized Signatory

PRINCIPAL

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

Talent Shine India Pvt. Ltd.,
31-29-18, Kurmannapalem, Vadlapudi, Visakhapatnam – 530046
www.talentshineindia.com | CIN: U74910AP2022PTC122449



Date: 12/01/2021

Subject: Offer for Employment

Dear **PONNADA DEVENDRANAIDU**,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,16,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

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ETCHERLA, Srikakulam-532410 (A.P)**

Talent Shine India Pvt. Ltd.,
31-29-18, Kurmannapalem, Vadlapudi, Visakhapatnam – 530046
www.talentshineindia.com | CIN: U74910AP2022PTC122449



Date: 12/01/2021

Subject: Offer for Employment

Dear **K MANOJ KUMAR**,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,16,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

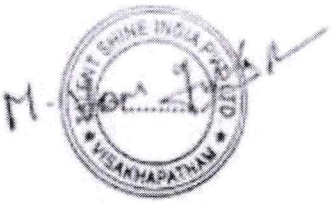
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We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,



Authorized Signatory



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ETCHERLA, Srikakulam-532410 (A.P)

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31-29-18, Kurmannapalem, Vadlapudi, Visakhapatnam – 530046
www.talentshineindia.com | CIN: U74910AP2022PTC122449



Date: 12/01/2021

Subject: Offer for Employment

Dear **NUKA JAGAN MOHAN RAO**,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,16,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

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- Three passport-size photographs

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We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,



Authorized Signatory

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ETCHERLA, Srikakulam-532410 (A.P.)

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31-29-18, Kurmannapalem, Vadlapudi, Visakhapatnam – 530046
www.talentshineindia.com | CIN: U74910AP2022PTC122449



Date: 12/01/2021

Subject: Offer for Employment

Dear **KUNCHALA RAJA SEKHAR**,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,16,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

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Sincerely,

Authorized Signatory

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ETCHERLA, Srikakulam-532410 (A.P)

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31-29-18, Kurmannapalem, Vadlapudi, Visakhapatnam – 530046
www.talentshineindia.com | CIN: U74910AP2022PTC122449



Date: 12/01/2021

Subject: Offer for Employment

Dear **G.NAVEEN**,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,16,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

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We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

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31-29-18, Kurmannapalem, Vadlapudi, Visakhapatnam – 530046
www.talentshineindia.com | CIN: U74910AP2022PTC122449



Date: 12/01/2021

Subject: Offer for Employment

Dear **BANNA RAMESH**,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,16,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

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We welcome you to the Talent Shine family and wish you a rewarding career ahead! Please feel free to get in touch with Mrs. Vijetha, HR, at any time for further information.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,



Authorized Signatory

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ETCHERLA, Srikakulam-532410 (A.P)

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31-29-18, Kurmannapalem, Vadlapudi, Visakhapatnam – 530046
www.talentshineindia.com | CIN: U74910AP2022PTC122449



Date: 12/01/2021

Subject: Offer for Employment

Dear **CHINTADA SURESH** ,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,16,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

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We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,



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31-29-18, Kurmannapalem, Vadlapudi, Visakhapatnam – 530046
www.talentshineindia.com | CIN: U74910AP2022PTC122449



Date: 12/01/2021

Subject: Offer for Employment

Dear **GANTALA YAMUNA** ,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,16,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

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We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

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Date: 12/01/2021

Subject: Offer for Employment

Dear **ANDAVARAPU SHANKAR** ,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,16,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

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We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

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HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: September 6, 2021

Dear **PATHANJY TANUJA BHAI**,

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd (herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **GRADUATE ENGINEER TRAINEE (GET)** in band **E1.1**

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **September 15, 2021** at 9:00 A.M at the following address **ChennaiSEZ-SDB5-U4-GF L1&L2,1F,2F-ex201B**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **425000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential

HCL

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

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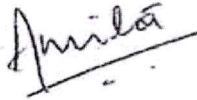
At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Ltd



Amrita Das
Senior Vice President
Head-Global Rewards



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

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10019, India.

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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

WWW www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: September 6, 2021

Dear **ARANGI RANJITHA**,

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd (herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **GRADUATE ENGINEER TRAINEE (GET) in band E1.1**

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **September 15, 2021** at 9:00 A.M at the following address **ChennaiSEZ-SDB5-U4-GF L1&L2,1F,2F-ex201B**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

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Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **425000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential

HCL

HCLT Confidential

1

Signature of Employee:

HCL

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B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

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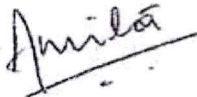
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Yours truly,
For HCL Technologies Ltd



Amrita Das
Senior Vice President
Head-Global Rewards



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

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WWW www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: September 6, 2021

Dear **NARSIPURAM DRAKSHAYANI,**

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd (herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **GRADUATE ENGINEER TRAINEE (GET) in band E1.1**

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **September 15, 2021** at 9:00 A.M at the following address **ChennaiSEZ-SDB5-U4-GF L1&L2,1F,2F-ex201B**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

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HCL Confidential

HCL

HCLT Confidential

1

Signature of Employee:

HCL

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B-39, Sector 1, NOIDA 201 301, UP, India.

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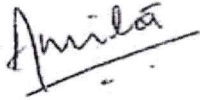
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Yours truly,
For HCL Technologies Ltd



Amrita Das
Senior Vice President
Head-Global Rewards



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



Vkraft Software Services Pvt. Ltd

Letter of Offer

TO,

Name : Nimalipuri Gurucharan
Aadhar Card Number : 580955359642
Tentative Start Date :

Here by,

With reference to your employment in our organization, we are pleased to offer you the position of "Junior Software Engineer" with the following Standard terms and conditions of Employment of VKRAFT Software Services Pvt Ltd and will be governed by various policies, rules and guidelines of VKRAFT. It will also be guided by the core values and beliefs of VKRAFT. Please note that you will also be required to sign and agree to be bound by The Service Agreement and The Employee Non-disclosure, Non-solicitation, and Non-competition Agreement when you join the employment of the Company.

A. Salary & Compensation:

1. During Foundation Training Program you shall be compensated with Rs 10000 per month (refer to Annexure 1).
2. During the Foundation training Program if you quit, the company will recover the training expenses as mentioned in the Service Agreement.
3. Upon completion of the Foundation Training Program, as per your performance review the Company will appoint you as a Junior Software Engineer with a salary Rs 3,60,000 per annum (refer to Annexure 2 - A & B). All salary components and any other benefits including any incentives / commission are governed by the company policies and statutory guidelines from time to time.
4. During your employment with company, Approved Timesheet has to be submitted every end of the month to proceed the above given monthly salary and compensation.

B. Scope of Duties: You shall devote your time and energy with complete attention exclusively to the business of the Company and you shall not take up any office or position of profit or serve any other organization as an agent / partner / part time / freelancing employment or in any other capacity during your employment with the Company. Working for any organization or individual during spare time is not permitted even if such services are rendered free of cost.

C. Place of Posting: In view of the nature of the Company's business, you may be assigned to different locations both in Pan India or abroad. You shall perform the assignments / projects given to you from time to time with diligence and devotion and maintain the Company's image as suppliers of the quality software and services. Upon transfer, the rules and regulations of service applicable to such post or at the place of transfer will become applicable to you.

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Vkraft Software Services Pvt. Ltd

- D. Supervision:** You will be undergoing Foundation Training Program for a period of minimum 2 months as mentioned in the Service Agreement. However, the said period can be extended at the discretion of the Company depends on your performance. Upon completion of the Foundation Training Period, you will be under probation for the first 6 months out of your Service Period. You shall work under the direct supervision of your Supervisor as may be declared from time to time. You shall diligently and satisfactorily carry out your job duties and responsibilities in connection with the work assigned to the best of your potentialities, skills and ability. You shall adhere to all policies and procedures of the company and shall provide the weekly progress & status reports as requested. You will abide by all such circulars and office orders that will be informed by Management via Internet emails from time to time.
- E. Leave Entitlement:** Annual Leave (AL) is earned as you go at 1.0 day per month. All leave to be applied minimum 2 weeks in advance to VKRAFT for consideration and approval. Medical Leave (ML) is earned as you go at 0.5 day per month. Medical Leave requires a Medical Certificate/Chit to support it endorsed by a government authorized Clinic / Hospital and submitted within 48 hours of returning to work. 4 days of Annual leave can be carried forward to next year if available more than 4 days in the existing year. Any non-utilized annual leave, which is less than 4 shall be waived and not convertible to cash or equivalent from VKRAFT. Any non-utilized medical leave be void and not applicable to carry forward and not convertible to cash or equivalent from VKRAFT. "THE ABOVE LEAVE ENTITLEMENT IS NOT APPLICABLE DURING THE FOUNDATION TRAINING PROGRAM AND ONLY EMERGENCY LEAVES WITH VALID PROOF WILL BE ENTERTAINED".
- F. Attendance:** Your hours of work and shifts shall be regulated to suit the duties entrusted to you from time to time. You will have to punch/swipe the card or report through work other medium as per company norms or mark the attendance in any manner as may be prescribed from time to time. The Nine hours working and five days a week policy has been followed by the company which also subjects to change as per the project criticality and client instructions from time to time. There is no concept of Over Time Payouts with the company.
- G. Termination of employment:** You shall agree to the terms mentioned for employment with us and in any case, nothing in this Offer Letter and attached Service Agreement shall be deemed to restrict Company's right to terminate the employment at any time, with or without cause by giving one (1) month prior written notice of termination. In the event you wish to terminate your services you agree to serve three (3) months prior notice to the company and in such event, you are still legally bound with the clauses or paragraphs of "Ownership of Intellectual Property", "Confidentiality" & "Non-Disclosure" and "Service Agreement". Revealing the salary with the co-workers will lead to termination of Employment if it comes to our notice. Your willful misconduct or non-performance at the client location there will be an immediate termination without any prior notice and company has rights to cancel all the pending payments like salaries, claims and reimbursements. "THE ABOVE TERMINATION OF EMPLOYMENT IS NOT APPLICABLE DURING THE FOUNDATION TRAINING PROGRAM, any breach of the clauses mentioned in this Offer Letter or the Service Agreement during the Foundation Training Program and Probation period will cause to immediate termination".



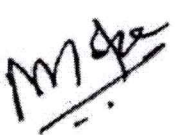

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- H. Ownership of Intellectual Property:** You acknowledge and agree that the Company will at all times have the sole proprietary right in all discoveries, inventions, enhancements, improvements and similar creations (collectively, "Creations") made, in whole or in part, by you in the course of or related to providing services to the clients. You further agree that all documents, presentations, RFP's, software, products, designs, disks, tapes and any other materials (collectively, "Materials") created in whole or in part in the course of or related to providing services to the clients shall be the property of the Company. All ownership of any Creations or Materials shall vest exclusively with the Company, including, but not limited to, any copyrights, patents, or any other intellectual property rights.
- I. Confidentiality & Non-Disclosure:** You agree not to disclose to any third party, the confidential information or materials of Company, its clients, or anyone with a business or employment relationship with the Company. You further agree that you will not use, remove, transfer, transmit, reproduce or otherwise deal with confidential information or other tangible or intangible property of another party. As used in this Letter, the phrase "Confidential Information or Materials" includes, but is not limited to, all information belonging to Company and its clients related to their respective services and products, customers, business methods, strategies, and practices, internal operations, pricing and billing, financial data, costs, personnel information (including names, education background, prior experience and availability), customer and supplier contacts and needs, sales lists, technology, software, other documentation, computer systems, laptops, inventions, developments, trade secrets of every kind and character and all other information might reasonably be deemed confidential. You further agree that you will not directly or indirectly disclose to any person, including to the clients or to any coworkers either during or after your period of employment, your wages rates and terms offered and / or provided. You further agree that you will not establish contact with any of our customers for a period of two years either directly or indirectly for selling any product and / or services connected to the business of Company.
- J. Service Agreement:** You acknowledge and agree to be bound to the Terms and Conditions as mentioned in the Service Agreement attached together with this Offer Letter. You acknowledge and agree to undergo the Foundation Training Program for minimum of 2 months or for a period extended by the Company. Further you also acknowledge and agree to serve a 2 (two) years employment with the Company upon successful completion of the Foundation Training Program. In the event you wish to terminate your employment bond with the Company, you acknowledge and agree to reimburse the costs as mentioned in the Service Agreement Clause 4. In case you fail to join the company by the scheduled date, you would be breaching the contract with the company, in which case you agree to pay a penalty equating to as per mentioned in the Service Agreement.
- K. Breach:** In the event you breach the clauses or paragraphs of this Offer Letter and/or The Service Agreement you acknowledge and agree that Company will suffer irreparable harm and money damages would be an inadequate remedy, entitling Company to seek injunctive relief. Company's right to seek injunctive relief is without waiver or limitations to any other Remedies Company have at law or in equity.

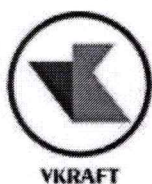


Vkraft Software Services Pvt. Ltd

- L. **Notices:** In the event of any notice or other communication which may be required to be given shall be made in writing and shall be deemed to have been duly given when delivered in person by hand, or five days after being mailed by first class registered or certified mail (return receipt requested).
- M. **Other Provisions:** This Offer Letter and Service Agreement constitutes the entire agreement between the parties to the subject matter here of and supersedes all prior agreements, understandings, negotiations, both oral and written with respect to the subject matter of this Offer Letter. Any modification of this Offer Letter must be in writing and signed by both parties. No waiver of any provision of this Offer Letter shall be effective unless it is in writing and signed by the waiving party; a waiver on any one occasion shall not be effective as a waiver on future occasions.
- This Letter shall inure to the benefit of and shall be binding on the parties, the successors and assigns of Company and the heirs and personal representatives of Employee. Employee may not assign his / her rights or obligations under this letter. Clauses / Paragraphs G and H shall survive termination. If any provision of this letter is determined to be unenforceable in whole or in part, all remaining provisions shall be given full effect to the extent possible without the unenforceable provision.
- You are requested to sign this Offer Letter together with the Service Agreement in acknowledgement of your having accepted the terms and conditions. Please note that no commitments other than what is mentioned in this Offer Letter and attached Service Agreement will be applicable to you or entertained by us. This Offer Letter and the Service Agreement shall be governed by the laws of the respective state and shall be under the legal jurisdiction of the respective city. "VKRAFT SOFTWARE SERVICES PVT LTD" has pleasure in welcoming you on board. Trust you will have many happy and mutually beneficial years of association with us.
- N. Kindly go through the Service Agreement attached herein and mentioned all the terms and conditions. Kindly execute the same with Rs 100 stamp paper along with the witness of Parent/Guardian signature.

  Director, Anupa Sampathkumar Sabbineni VKRAFT Software Services Pvt Ltd	Agreed to and accepted by Name: Nemalipuri Gurucharan
	In Witness of (Parents/Guardian) Name:


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Vkraft Software Services Pvt. Ltd

Annexure – 1

Annexure 1	
Month	Payment (INR)
First	10,000
Second	10,000

The period of the Foundation Training Program is subject to changes from 2 months to 6 months based on your performance review.

Annexure 2

Annexure 2 - A (INR)			
SALARY DETAILS		Per Annum	Per Monthly
Earnings	Basic	1,50,000.00	12,500.00
	HRA	60,000.00	5,000.00
	Special Allowance	72,000.00	6,000.00
	Gross (A+B)	2,82,000.00	23,500.00
Deductions	PF Employees Contribution	18,000.00	1,500.00
	Income Tax		
	Professional Tax		
	NET Salary	2,64,000.00	22,000.00
Benefits	PF Employer Contribution**	18,000.00	1,500.00
	Bonus		-
		-	-
	Benefits provided by the company	18,000.00	1,500.00
	Total CTC Salary	3,00,000.00	25,000.00

Annexure 2 - B (INR)		
Earnings	Description	Per Annum
	Company Profit (IF ANY)	30,000
	Performance Review	15,000
	Certification	15,000
	Total Performance Bonus	60,000.00
	Total	60,000.00

- Performance Bonus will vary based on the breakdown in Annexure 2 - B
- **Income Tax:** Income Tax will be deducted from the above-mentioned salary in Annexure 2 – A as per the Indian Government Rule.



Vkraft Software Services Pvt. Ltd

FORM OF ACCEPTANCE

I, **Nemalipuri Gurucharan** confirm that I have received and read the VKRAFT Software Services Letter of Offer and Service Agreement as set out in the Employment Contract.

I confirm that I agree to and accept the terms and conditions of the Employment Contract as listed in this Offer Letter and the Service Agreement.

I will be able to assume duty on (date) - _____

Signature:

Name: Nemalipuri Gurucharan

Date:

JAIN ENGINEERING SERVICE PVT LTD
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Date: 24-03-2021

Babita Hirawat (C.E.O)

JAIN ENGINEERING SERVICE PVT. LTD.

NO-11,8-65,,CHAITANYA Nagar, Auto Nagar,
Vishakhapatnam, Andhra Pradesh 530046.

Dear **Mr. BEVARA RAJASEKHAR,**

Congratulations! We are pleased to confirm that you have been selected to work for **JAIN ENGINEERING SERVICE PVT. LTD.** We are delighted to make you the following job offer.

The position we are offering you is that of **CAD Designer** at a monthly salary of Rs 15,000/- with an annual cost to company **CTC 1.8 L.** This position reports to **Designer.** Your working hours will be from 9 AM to 6 PM, Monday to Saturday.

Benefits for the position include:

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)
- Benefit C (Gratuity)
- Benefit D (Mediclaime)
- Benefit E (Medical Reimbursement)

We would like you to start work on **08-08-2021** at **9.00 am.** Please report to **Babita Hirawat,** for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by **01-08-2021** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our **JAIN ENGINEERING SERVICE PVT. LTD.** and look forward to working with you.

Sincerely,



Babita Hirawat

(C.E.O)

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NO-11,8-65,,CHAITANYA Nagar, Auto Nagar, Vishakhapatnam, Andhra Pradesh 530046,

Phno:7674925609,Email: -info.jainpvtltd@gmail.com

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Dear **Mr. BYRI NARAYANA RAO,**

Congratulations! We are pleased to confirm that you have been selected to work for **JAIN ENGINEERING SERVICE PVT. LTD.** We are delighted to make you the following job offer.

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Dear **Mr. CHALLA SANTOSH**,

Congratulations! We are pleased to confirm that you have been selected to work for **JAIN ENGINEERING SERVICE PVT. LTD.** We are delighted to make you the following job offer.

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Vishakhapatnam, Andhra Pradesh 530046.

Dear **Mr. CHEVURU HARISH**,

Congratulations! We are pleased to confirm that you have been selected to work for **JAIN ENGINEERING SERVICE PVT. LTD.** We are delighted to make you the following job offer.

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NO-11,8-65,,CHAITANYA Nagar, Auto Nagar,
Vishakhapatnam, Andhra Pradesh 530046.

Dear **Mr. DAMODARA VASUDEV**,

Congratulations! We are pleased to confirm that you have been selected to work for **JAIN ENGINEERING SERVICE PVT. LTD.** We are delighted to make you the following job offer.

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NO-11,8-65,,CHAITANYA Nagar, Auto Nagar,
Vishakhapatnam, Andhra Pradesh 530046.

Dear **Mr. DANDUPATI RAJA RAO**,

Congratulations! We are pleased to confirm that you have been selected to work for **JAIN ENGINEERING SERVICE PVT. LTD.** We are delighted to make you the following job offer.

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NO-11,8-65,,CHAITANYA Nagar, Auto Nagar,
Vishakhapatnam, Andhra Pradesh 530046.

Dear **Mr. DASAGRANDALA RAVIKIRAN,**

Congratulations! We are pleased to confirm that you have been selected to work for **JAIN ENGINEERING SERVICE PVT. LTD.** We are delighted to make you the following job offer.

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NO-11,8-65,,CHAITANYA Nagar, Auto Nagar,
Vishakhapatnam, Andhra Pradesh 530046.

Dear **Mr. DHARMANA KARTHEEK**,

Congratulations! We are pleased to confirm that you have been selected to work for **JAIN ENGINEERING SERVICE PVT. LTD.** We are delighted to make you the following job offer.

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Date: 24-03-2021

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JAIN ENGINEERING SERVICE PVT. LTD.

NO-11,8-65,,CHAITANYA Nagar, Auto Nagar,
Vishakhapatnam, Andhra Pradesh 530046.

Dear **Mr. DUMPALA VAMSIKRISHNA,**

Congratulations! We are pleased to confirm that you have been selected to work for **JAIN ENGINEERING SERVICE PVT. LTD.** We are delighted to make you the following job offer.

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Babita Hirawat

(C.E.O)

JAIN ENGINEERING SERVICE PVT. LTD.

PRINCIPAL

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

NO-11,8-65,,CHAITANYA Nagar, Auto Nagar, Vishakhapatnam, Andhra Pradesh 530046,

Phno:7674925609,Email: -info.jainpvtltd@gmail.com

JAIN ENGINEERING SERVICE PVT LTD
(An ISO 9001:2015 Certified Company)

Jain Engineering Services!

Date: 24-03-2021

Babita Hirawat (C.E.O)

JAIN ENGINEERING SERVICE PVT. LTD.

NO-11,8-65,,CHAITANYA Nagar, Auto Nagar,
Vishakhapatnam, Andhra Pradesh 530046.

Dear **Mr. ARANGI SAI KUMAR**,

Congratulations! We are pleased to confirm that you have been selected to work for **JAIN ENGINEERING SERVICE PVT. LTD.** We are delighted to make you the following job offer.

The position we are offering you is that of **CAD Designer** at a monthly salary of Rs 15,000/- with an annual cost to company **CTC 1.8 L.** This position reports to **Designer**. Your working hours will be from 9 AM to 6 PM, Monday to Saturday.

Benefits for the position include:

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)
- Benefit C (Gratuity)
- Benefit D (Mediclinam)
- Benefit E (Medical Reimbursement)

We would like you to start work on **08-08-2021** at **9.00 am**. Please report to **Babita Hirawat**, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by **01-08-2021** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our **JAIN ENGINEERING SERVICE PVT. LTD.** and look forward to working with you.

Sincerely,



Babita Hirawat

(C.E.O)

JAIN ENGINEERING SERVICE PVT. LTD.

NO-11,8-65,,CHAITANYA Nagar, Auto Nagar, Vishakhapatnam, Andhra Pradesh 530046,

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Jain Engineering Services!

Date: 24-03-2021

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JAIN ENGINEERING SERVICE PVT. LTD.

NO-11,8-65,,CHAITANYA Nagar, Auto Nagar,
Vishakhapatnam, Andhra Pradesh 530046.

Dear **Mr. ANNEPU NAVEEN**,

Congratulations! We are pleased to confirm that you have been selected to work for **JAIN ENGINEERING SERVICE PVT. LTD.** We are delighted to make you the following job offer.

The position we are offering you is that of **CAD Designer** at a monthly salary of Rs 15,000/- with an annual cost to company **CTC 1.8 L**. This position reports to **Designer**. Your working hours will be from 9 AM to 6 PM, Monday to Saturday.

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Sincerely,



Babita Hirawat
(C.E.O)

JAIN ENGINEERING SERVICE PVT. LTD.



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

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HMI ENGINEERING SERVICES

An ISO 9001:2015 Certified
Company



Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **BADANA CHINNA RAO,**

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

The position we are offering you is that of **Software Trainee** at a monthly salary of 15000/- with an annual cost to company **CTC 1.8L**. This position reports to **Trainee**. Your working hours will be from 9AM to 6PM, Monday to Saturday.

Benefits for the position include:

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- Benefit B (Employer State Insurance Corporation ESIC Coverage)
- Benefit C (Gratuity)
- Benefit D (Medical Reimbursement)

We would like you to start work on **10-07-2021** at **9.00am**. Please report to **Dinesh Kumar Hirawat**, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by **04-07-2021** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our **HMI Engineering Services** and look forward to working with you.

Sincerely,



Dinesh Kumar Hirawat
(C.E.O)

HMI Engineering Services

Address: FLAT NO 101, Rajasekahar Residency, Dwarknagar Road, Vskp

PH No:9347225321,7674925609 , Email: Info.hmies@gmail.Com

Website:-www.hmies.in

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ETCHERLA, Srikakulam-532410 (A.P)



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Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **BANDARU MOHANA RAO,**

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

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Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **BONTHU RAVI**,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

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Sincerely,



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(C.E.O)

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Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **DHAVALA KRISHNA RAO,**

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

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Sincerely,



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(C.E.O)

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Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

Flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear PATTIKA VIDYA SAGAR ,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

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Sincerely,




Dinesh Kumar Hirawat
(C.E.O)

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Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

Flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear KAKI BHANU PRAKASH ,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

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(C.E.O)

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Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

Flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear SIRISETTI RAGHUNADHA RAO ,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

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(C.E.O)

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Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

Flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear RONANKI BHASKARA RAO ,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

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Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

Flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear P DEVENDRANAIDU ,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

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(C.E.O)

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Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **PALLI PARVATHI**,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

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Sincerely,



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(C.E.O)

HMI Engineering Services

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Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

Flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **KAKARLA JAGADEESWARA RAO**,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

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We would like you to start work on **02-08-2021** at **9.00am**. Please report to **Dinesh Kumar Hirawat**, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by **25-07-2021** to indicate your acceptance of this offer.

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Sincerely,



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(C.E.O)

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Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

Flat no 101, Rajashekar Residency, Dwaraka Nagar,
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Dear **PILLA SYAM BABU**,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

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4

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Dinesh Kumar Hirawat (C.E.O)

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Flat no 101, Rajashekar Residency, Dwaraka Nagar,
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Dear **PUTHI ATCHUTHA RAO**,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

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HMI Engineering Services

Flat no 101, Rajashekar Residency, Dwaraka Nagar,
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Dear **REDDY MAHESH**,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

The position we are offering you is that of **Software Trainee** at a monthly salary of 15000/- with an annual cost to company **CTC 2.2L**. This position reports to **Trainee**. Your working hours will be from 9AM to 6PM, Monday to Saturday.

Benefits for the position include:

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)
- Benefit C (Gratuity)
- Benefit D (Medical Reimbursement)

We would like you to start work on **02-08-2021** at **9.00am**. Please report to **Dinesh Kumar Hirawat**, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by **25-07-2021** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our **HMI Engineering Services** and look forward to working with you.

Sincerely,



Dinesh Kumar Hirawat
(C.E.O)

HMI Engineering Services

Address: FLAT NO 101, Rajasekahar Residency, Dwarknagar Road, Vskp

PH No:9347225321,7674925609 , Email: Info.hmies@gmail.Com

Website:-www.hmies.in

4

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



HMI ENGINEERING SERVICES

An ISO 9001:2015 Certified
Company



Date: 10-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

Flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **ANDALA SANDHYA RANI**,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

The position we are offering you is that of **Software Trainee** at a monthly salary of 15000/- with an annual cost to company **CTC 2.2L**. This position reports to **Trainee**. Your working hours will be from 9AM to 6PM, Monday to Saturday.

Benefits for the position include:

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- Benefit B (Employer State Insurance Corporation ESIC Coverage)
- Benefit C (Gratuity)
- Benefit D (Medical Reimbursement)

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Please sign the enclosed copy of this letter and return it to me by **25-07-2021** to indicate your acceptance of this offer.

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Sincerely,



Dinesh Kumar Hirawat
(C.E.O)

HMI Engineering Services

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4

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



HMI ENGINEERING SERVICES

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Company



Date: 10-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

Flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **RUPPA PAVANI**,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

The position we are offering you is that of **Software Trainee** at a monthly salary of 15000/- with an annual cost to company **CTC 2.2L**. This position reports to **Trainee**. Your working hours will be from 9AM to 6PM, Monday to Saturday.

Benefits for the position include:

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)
- Benefit C (Gratuity)
- Benefit D (Medical Reimbursement)

We would like you to start work on **02-08-2021** at **9.00am**. Please report to **Dinesh Kumar Hirawat**, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by **25-07-2021** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our **HMI Engineering Services** and look forward to working with you.

Sincerely,



Dinesh Kumar Hirawat
(C.E.O)

HMI Engineering Services

Address: FLAT NO 101, Rajasekahar Residency, Dwarknagar Road, Vskp

PH No:9347225321,7674925609 , Email: Info.hmies@gmail.Com

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



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Company



Date: 10-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

Flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **SATHIMAHANTHI SOBHA HARIKA**,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

The position we are offering you is that of **Software Trainee** at a monthly salary of 15000/- with an annual cost to company **CTC 2.2L**. This position reports to **Trainee**. Your working hours will be from 9AM to 6PM, Monday to Saturday.

Benefits for the position include:

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- Benefit C (Gratuity)
- Benefit D (Medical Reimbursement)

We would like you to start work on **02-08-2021** at **9.00am**. Please report to **Dinesh Kumar Hirawat**, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by **25-07-2021** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our **HMI Engineering Services** and look forward to working with you.

Sincerely,



Dinesh Kumar Hirawat
(C.E.O)

HMI Engineering Services

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4

PRINCIPAL
Sri Venkateswara College of Engineering & Technology
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HMI ENGINEERING SERVICES

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Date: 10-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

Flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **VUJJURU BALA KRISHNA**,

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

The position we are offering you is that of **Software Trainee** at a monthly salary of 15000/- with an annual cost to company **CTC 2.2L**. This position reports to **Trainee**. Your working hours will be from 9AM to 6PM, Monday to Saturday.

Benefits for the position include:

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)
- Benefit C (Gratuity)
- Benefit D (Medical Reimbursement)

We would like you to start work on **02-08-2021** at **9.00am**. Please report to **Dinesh Kumar Hirawat**, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by **25-07-2021** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our **HMI Engineering Services** and look forward to working with you.

Sincerely,



Dinesh Kumar Hirawat
(C.E.O)

HMI Engineering Services

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Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **HANUMANTHU SRAVANI,**

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

The position we are offering you is that of **Software Trainee** at a monthly salary of 15000/- with an annual cost to company **CTC 1.8L**. This position reports to **Trainee**. Your working hours will be from 9AM to 6PM, Monday to Saturday.

Benefits for the position include:

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)
- Benefit C (Gratuity)
- Benefit D (Medical Reimbursement)

We would like you to start work on **10-07-2021** at **9.00am**. Please report to **Dinesh Kumar Hirawat**, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by **04-07-2021** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our **HMI Engineering Services** and look forward to working with you.

Sincerely,



Dinesh Kumar Hirawat
(C.E.O)
HMI Engineering Services

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Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **SADHU SURESH KUMAR,**

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

The position we are offering you is that of **Software Trainee** at a monthly salary of 15000/- with an annual cost to company **CTC 1.8L**. This position reports to **Trainee**. Your working hours will be from 9AM to 6PM, Monday to Saturday.

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- Benefit C (Gratuity)
- Benefit D (Medical Reimbursement)

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Please sign the enclosed copy of this letter and return it to me by **04-07-2021** to indicate your acceptance of this offer.

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Sincerely,



Dinesh Kumar Hirawat
(C.E.O)

HMI Engineering Services

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PRINCIPAL

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Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **KONDAGORRI BHAGYALAXMI,**

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

The position we are offering you is that of **Software Trainee** at a monthly salary of 15000/- with an annual cost to company **CTC 1.8L**. This position reports to **Trainee**. Your working hours will be from 9AM to 6PM, Monday to Saturday.

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- Benefit C (Gratuity)
- Benefit D (Medical Reimbursement)

We would like you to start work on **10-07-2021** at **9.00am**. Please report to **Dinesh Kumar Hirawat**, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by **04-07-2021** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our **HMI Engineering Services** and look forward to working with you.

Sincerely,



Dinesh Kumar Hirawat
(C.E.O)

HMI Engineering Services

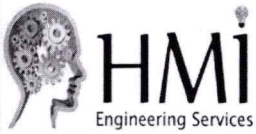
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PRINCIPAL

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ETCHERLA, Srikakulam-532410 (A.P)



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Company



Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **NAYANI BHAVANI,**

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

The position we are offering you is that of **Software Trainee** at a monthly salary of 15000/- with an annual cost to company **CTC 1.8L**. This position reports to **Trainee**. Your working hours will be from 9AM to 6PM, Monday to Saturday.

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- Benefit C (Gratuity)
- Benefit D (Medical Reimbursement)

We would like you to start work on **10-07-2021** at **9.00am**. Please report to **Dinesh Kumar Hirawat**, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by **04-07-2021** to indicate your acceptance of this offer.

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Sincerely,



Dinesh Kumar Hirawat
(C.E.O)

HMI Engineering Services

Address: FLAT NO 101, Rajasekahar Residency, Dwarknagar Road, Vskp

PH No:9347225321,7674925609 , Email: Info.hmies@gmail.Com

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



HMI ENGINEERING SERVICES

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Company



Date: 12-05-2021

Dinesh Kumar Hirawat (C.E.O)

HMI Engineering Services

flat no 101, Rajashekar Residency, Dwaraka Nagar,
Visakhapatnam, Andhra Pradesh 530016

Dear **GANTA VANAIAKSHI,**

Congratulations! We are pleased to confirm that you have been selected to work for **HMI Engineering Services**. We are delighted to make you the following job offer.

The position we are offering you is that of **Software Trainee** at a monthly salary of 15000/- with an annual cost to company **CTC 1.8L**. This position reports to **Trainee**. Your working hours will be from 9AM to 6PM, Monday to Saturday.

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We are confident you will be able to make a significant contribution to the success of our **HMI Engineering Services** and look forward to working with you.

Sincerely,



Dinesh Kumar Hirawat
(C.E.O)

HMI Engineering Services

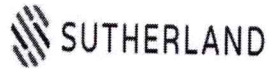
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PRINCIPAL

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



March 10, 2021

CHENNAI

Provisional Offer Letter

Dear GURUGUBELLI VENKATA DURGA RAO

Congratulations!!!!

Further to our discussions, on behalf of Sutherland Healthcare Solutions Private Limited, We are very pleased make a "provisional offer" to you as **PROCESS ASSOCIATE**. You will be aligned to **SHS-Healthcare**.

Joining Date: 12/06/2021

You are requested to join on 12/06/2021 failing which this offer will be treated invalid.

Salary: Your emoluments by way of Annual Cost to the Company is **Rs. 2, 40,000/- per annum (Rupees Two lakh Forty Thousand Only)**, the details of which are given in the annexure of the appointment letter.

Background Check

This offer is contingent on the successful completion of a background check.

An appointment letter will be issued subject to your acceptance of this offer and submission of all the documents mentioned in annexure (B) on the joining date.

In the event that there is any discrepancy in the above mentioned documents and what was stated during the interview, we reserve the right to reconsider your compensation or cancel your candidature.

Please sign and return a copy of this provisional offer as a token of acceptance. We are very excited about the possibility of you joining us.

Please let us know if we can answer any questions for you about any of the matters outlined in this letter. You can call us at 040-66022302.

For Sutherland Global Services Private Limited

ASWIN

Director- Talent Acquisition

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

Acknowledgement:

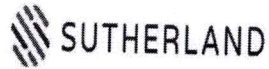
I have read and completely understand the clauses, including but not limited to pre-conditions of background checks, laid down in the above provisional offer.

I hereby unconditionally accept this provisional offer.

Signature of Candidate: _____

Date: _____

Place: _____



March 10, 2021

CHENNAI

Provisional Offer Letter

Dear GORLE INDRAJA

Congratulations!!!!

Further to our discussions, on behalf of Sutherland Healthcare Solutions Private Limited, We are very pleased make a "provisional offer" to you as **PROCESS ASSOCIATE**. You will be aligned to **SHS-Healthcare**.

Joining Date: 12/06/2021

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For Sutherland Global Services Private Limited

ASWIN

Director- Talent Acquisition

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

Acknowledgement:

I have read and completely understand the clauses, including but not limited to pre-conditions of background checks, laid down in the above provisional offer.

I hereby unconditionally accept this provisional offer.

Signature of Candidate: _____

Date: _____

Place: _____



March 10, 2021

CHENNAI

Provisional Offer Letter

Dear DUMPALA PAVAN KUMAR

Congratulations!!!!

Further to our discussions, on behalf of Sutherland Healthcare Solutions Private Limited, We are very pleased make a "provisional offer" to you as **PROCESS ASSOCIATE**. You will be aligned to **SHS-Healthcare**.

Joining Date: 12/06/2021

You are requested to join on 12/06/2021 failing which this offer will be treated invalid.

Salary: Your emoluments by way of Annual Cost to the Company is **Rs. 2, 40,000/- per annum (Rupees Two lakh Forty Thousand Only)**, the details of which are given in the annexure of the appointment letter.

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Please let us know if we can answer any questions for you about any of the matters outlined in this letter. You can call us at 040-66022302.

For Sutherland Global Services Private Limited

ASWIN

Director- Talent Acquisition

Acknowledgement:

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

I have read and completely understand the clauses, including but not limited to pre-conditions of background checks, laid down in the above provisional offer.

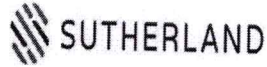
I hereby unconditionally accept this provisional offer.

Signature of Candidate: _____

Date: _____

Place: _____

Sutherland Global Services Private Limited, Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamalle High Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089



March 10, 2021

CHENNAI

Provisional Offer Letter

Dear TARRA SANTOSH KUMAR

Congratulations!!!!

Further to our discussions, on behalf of Sutherland Healthcare Solutions Private Limited, We are very pleased make a "provisional offer" to you as **PROCESS ASSOCIATE**. You will be aligned to **SHS-Healthcare**.

Joining Date: 12/06/2021

You are requested to join on 12/06/2021 failing which this offer will be treated invalid.

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Please let us know if we can answer any questions for you about any of the matters outlined in this letter. You can call us at 040-66022302.

For Sutherland Global Services Private Limited

ASWIN

Director- Talent Acquisition

PRINCIPAL

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

Acknowledgement:

I have read and completely understand the clauses, including but not limited to pre-conditions of background checks, laid down in the above provisional offer.

I hereby unconditionally accept this provisional offer.

Signature of Candidate: _____

Date: _____

Place: _____

Sutherland Global Services Private Limited, Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamalle High Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089



March 10, 2021

CHENNAI

Provisional Offer Letter

Dear BADI VINOD KUMAR

Congratulations!!!!

Further to our discussions, on behalf of Sutherland Healthcare Solutions Private Limited, We are very pleased make a "provisional offer" to you as **PROCESS ASSOCIATE**. You will be aligned to **SHS-Healthcare**.

Joining Date: 12/06/2021

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For Sutherland Global Services Private Limited

ASWIN

Director- Talent Acquisition

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

Acknowledgement:

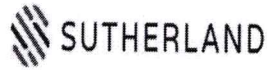
I have read and completely understand the clauses, including but not limited to pre-conditions of background checks, laid down in the above provisional offer.

I hereby unconditionally accept this provisional offer.

Signature of Candidate: _____

Date: _____

Place: _____



March 10, 2021

CHENNAI

Provisional Offer Letter

Dear GURUGUBELLI YAMINI

Congratulations!!!!

Further to our discussions, on behalf of Sutherland Healthcare Solutions Private Limited, We are very pleased make a "provisional offer" to you as **PROCESS ASSOCIATE**. You will be aligned to **SHS-Healthcare**.

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This offer is contingent on the successful completion of a background check.

An appointment letter will be issued subject to your acceptance of this offer and submission of all the documents mentioned in annexure (B) on the joining date.

In the event that there is any discrepancy in the above mentioned documents and what was stated during the interview, we reserve the right to reconsider your compensation or cancel your candidature.

Please sign and return a copy of this provisional offer as a token of acceptance. We are very excited about the possibility of you joining us.

Please let us know if we can answer any questions for you about any of the matters outlined in this letter. You can call us at 040-66022302.

For Sutherland Global Services Private Limited

ASWIN

Director- Talent Acquisition

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

Acknowledgement:

I have read and completely understand the clauses, including but not limited to pre-conditions of background checks, laid down in the above provisional offer.

I hereby unconditionally accept this provisional offer.

Signature of Candidate: _____

Date: _____

Place: _____



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Dear **KONCHADA SRIVANI**,

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 **GET** With an annual cost to company of 180000. This position reports to Construction Division Head.

We would like you to start work on 12-04-2021. 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 02-04-2021 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

Accepted by,

KONCHADA SRIVANI

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

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



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Dear **ROUTHU VENKATA RAMANA**,

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 **GET** With an annual cost to company of 180000. This position reports to Construction Division Head.

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Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

Accepted by,

ROUTHU VENKATA RAMANA

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)



Vishawanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Dear **GUNAPU LOKESH**,

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 **GET** With an annual cost to company of 180000. This position reports to Construction Division Head.

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Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

Accepted by,

GUNAPU LOKESH

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

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



Vishawanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Dear **GOLLA KANNABABU**,

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 **GET** With an annual cost to company of 180000. This position reports to Construction Division Head.

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Sincerely,

Narendra Kumar B

Managing Director

VISHWANADH AVENUES INDIA PRIVATE LIMITED

Accepted by,

GOLLA KANNABABU

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: 09-02-2021

Dear KOYYA JAGADEESH ,

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.1,80,000/-. This position reports to Construction Division Head.

We would like you to start work on 18-03-2021. 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 12-03-2021 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, Srikalahasti-522410 (A.P)



Vishawanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 09-02-2021

Dear **JAMI MOHANA KRISHNA**,

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

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PRINCIPAL

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



Vishawanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 09-02-2021

Dear **KANAKALA EMMANUEL**,

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.

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


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



Vishawanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 09-02-2021

Dear **LANDA JEEVANKISHORE**,

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,

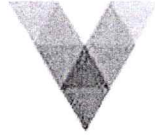
Narendra Kumar B

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)



Vishawanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 09-02-2021

Dear KANAKALA VIJAYALAKSHMI ,

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

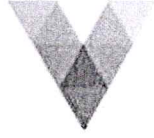
Managing Director

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: 09-02-2021

Dear **MENDA APPALARAJU**,

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.1,80,000/-. 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)



Vishawanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 09-02-2021

Dear KARI VIJAY ,

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, directororvaip@gmail.com

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



Vishawanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 09-02-2021

Dear ATTADA KARTHEEK,

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. 1,80,000 /-. This position reports to Construction Division Head.

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Sincerely,

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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)



Vishawanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 09-02-2021

Dear B VINEETH 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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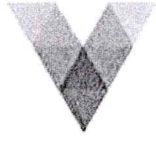
Narendra Kumar B

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)



Vishawanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 09-02-2021

Dear BAGADI CHIRANJEEVI,

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.)



Vishawanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 09-02-2021

Dear BMMIDI MALLI 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:

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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, Srikulam-532410 (A.P.)



Vishawanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 09-02-2021

Dear BAMMIDI UMAMAHESWARA RAO,

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,

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PRINCIPAL

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



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 09-02-2021

Dear BATTINI DHANALAKSHMI,

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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Managing Director

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

PRINCIPAL

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



Vishwanadh Avenues (India) Pvt. Ltd.

OFFER LETTER

Date: 09-02-2021

Dear KOMATI KAVITHA,

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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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, directorvapl@gmail.com

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

Date: 21/02/2021

Subject: Appointment Letter

Dear: **SALAGRAMA MONIKA MYTHREYI**

I am pleased to inform you that you have been appointed for the role of SOFTWARE DEVELOPER. This is an official letter confirming your employment with MANOMAY starting on 17/06/2021

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Salary

Your monthly salary is 29000/-

Other Benefits

ESI,PF AVAILABLE

Congratulations and welcome to MANOMAY



HR MANGER

CHIRTHRAVARAM KIRAN



PRINCIPAL

Manomay Consultancy Services, D.No: 2-3- to 92, F No# 301, Hyderabad, Secunderabad, Telangana, INDIA - 500 003
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532400 (A.P.)

Date: 21/02/2021

Subject: Appointment Letter

Dear: **SATHIVADA HIMAVATHI**

I am pleased to inform you that you have been appointed for the role of SOFTWARE DEVELOPER. This is an official letter confirming your employment with MANOMAY starting on 17/06/2021

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Salary

Your monthly salary is 29000/-

Other Benefits

ESI, PF AVAILABLE

Congratulations and welcome to MANOMAY



HR MANGER

CHIRTHRAVARAM KIRAN



PRINCIPAL

Manomay Consultancy Services, D.No: 2-3- to 92, F No# 301, Hyderbasthi, Secunderabad, Telangana, INDIA - 500 003
Sri Venkateswara College of Engineering & Technology,
ETCHERLA, Srikakulam-532410 (A.P.)

Date: 21/02/2021

Subject: Appointment Letter

Dear: **TAMARALA SOWMYA**

I am pleased to inform you that you have been appointed for the role of SOFTWARE DEVELOPER. This is an official letter confirming your employment with MANOMAY starting on 17/06/2021

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Salary

Your monthly salary is 29000/-

Other Benefits

ESI ,PF AVAILABLE

Congratulations and welcome to MANOMAY



HR MANGER

CHIRTHRAVARAM KIRAN



PRINCIPAL

Manomay Consultancy Services, D.No: 2-3- to 92, F No# 301, Hyderabad, Secunderabad, Telangana, INDIA - 500 003
ETCHERLA, Srikakulam-532410 (A.P)

Date: 21/02/2021

Subject: Appointment Letter

Dear: SAVARA NOVA

I am pleased to inform you that you have been appointed for the role of SOFTWARE DEVELOPER. This is an official letter confirming your employment with MANOMAY starting on 17/06/2021

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Salary

Your monthly salary is 29000/-

Other Benefits

ESI, PF AVAILABLE

Congratulations and welcome to MANOMAY

HR MANGER



CHIRTHRAVARAM KIRAN

Manomay Consultancy Services
D.No: 2-3- to 92, F No# 301,
Hyderbasthi,
Secunderabad,
Telangana, INDIA - 500 003



PRINCIPAL

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

Date: 21/02/2021

Subject: Appointment Letter

Dear: **TIMMAKA VINEETHAKUMARI**

I am pleased to inform you that you have been appointed for the role of SOFTWARE DEVELOPER. This is an official letter confirming your employment with MANOMAY starting on 17/06/2021

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Salary

Your monthly salary is 29000/-

Other Benefits

ESI ,PF AVAILABLE

Congratulations and welcome to MANOMAY



HR MANGER

CHIRTHRAVARAM KIRAN



Manomay Consultancy Services, D.No: 2-3- to 92, F No# 301, Hyderbasthi, Secunderabad, Telangana, INDIA – 500 003

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikulam-522 101 (A.P.)

Date: 21/02/2021

Subject: Appointment Letter

Dear: YEJJU SRAVANI

I am pleased to inform you that you have been appointed for the role of SOFTWARE DEVELOPER. This is an official letter confirming your employment with MANOMAY starting on 17/06/2021

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Salary

Your monthly salary is 29000/-

Other Benefits

ESI ,PF AVAILABLE

Congratulations and welcome to MANOMAY



HR MANGER

CHIRTHAVARAM KIRAN



PRINCIPAL

Manomay Consultancy Services, D.No: 2-3- to 92, F No# 301, Hyderabad, Secunderabad, Telangana, INDIA - 500 003
ETCHERLA, Srikakulam-532410 (A.P)

Date: 21/02/2021

Subject: Appointment Letter

Dear: **NADAGANA GAYATHRI**

I am pleased to inform you that you have been appointed for the role of SOFTWARE DEVELOPER. This is an official letter confirming your employment with MANOMAY starting on 17/06/2021

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Salary

Your monthly salary is 29000/-

Other Benefits

ESI ,PF AVAILABLE

Congratulations and welcome to MANOMAY



HR MANGER

CHIRTHRAVARAM KIRAN



Manomay Consultancy Services, D.No: 2-3- to 92, F No# 301, Hyderbasthi, Secunderabad, Telangana, INDIA – 500 003

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

Date: 21/02/2021

Subject: Appointment Letter

Dear: **NIMMAKA ANUSHA**

I am pleased to inform you that you have been appointed for the role of SOFTWARE DEVELOPER. This is an official letter confirming your employment with MANOMAY starting on 17/06/2021

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Salary

Your monthly salary is 29000/-

Other Benefits

ESI ,PF AVAILABLE

Congratulations and welcome to MANOMAY



HR MANGER

CHIRTHRAVARAM KIRAN

Manomay Consultancy Services, D.No: 2-3- to 92, F No# 301, Hyderbasthi, Secunderabad, Telangana, INDIA – 500 003


PRINCIPAL

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

Date: 21/02/2021

Subject: Appointment Letter

Dear: **SAVARA TEJESWARI**

I am pleased to inform you that you have been appointed for the role of SOFTWARE DEVELOPER. This is an official letter confirming your employment with MANOMAY starting on 17/06/2021

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Salary

Your monthly salary is 29000/-

Other Benefits

ESI ,PF AVAILABLE

Congratulations and welcome to MANOMAY



HR MANGER

CHIRTHRAVARAM KIRAN

Manomay Consultancy Services, D.No: 2-3- to 92, F No# 301, Hyderbasthi, Secunderabad, Telangana, INDIA – 500 003


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHEMLA, Sivakulam-532010 (A.P)

Date: 21/02/2021

Subject: Appointment Letter

Dear: **VADAMA JYOTHI**

I am pleased to inform you that you have been appointed for the role of SOFTWARE DEVELOPER. This is an official letter confirming your employment with MANOMAY starting on 17/06/2021

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Salary

Your monthly salary is 29000/-

Other Benefits

ESI ,PF AVAILABLE

Congratulations and welcome to MANOMAY



HR MANGER

CHIRTHRAVARAM KIRAN

Manomay Consultancy Services, D.No: 2-3- to 92, F No# 301, Hyderbasthi, Secunderabad, Telangana, INDIA – 500 003



PRINCIPAL

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

Date: 21/02/2021

Subject: Appointment Letter

Dear: **KADAMBALA MAHA LAKSHMI**

I am pleased to inform you that you have been appointed for the role of SOFTWARE DEVELOPER. This is an official letter confirming your employment with MANOMAY starting on 17/06/2021

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Salary

Your monthly salary is 29000/-

Other Benefits

ESI ,PF AVAILABLE

Congratulations and welcome to MANOMAY



HR MANGER

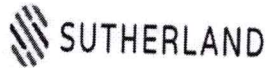
CHIRTHAVARAM KIRAN

Manomay Consultancy Services, D.No: 2-3- to 92, F No# 301, Hyderbasthi, Secunderabad, Telangana, INDIA – 500 003



PRINCIPAL

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



March 10, 2021

CHENNAI

Dear THOTA SAI RAJU,

Provisional Offer Letter

Congratulations!!!!

Further to our discussions, on behalf of Sutherland Healthcare Solutions Private Limited, We are very pleased make a "provisional offer" to you as **PROCESS ASSOCIATE**. You will be aligned to **SHS-Healthcare**.

Joining Date: 12/06/2021

You are requested to join on 12/06/2021 failing which this offer will be treated invalid.

Salary: Your emoluments by way of Annual Cost to the Company is **Rs. 2, 40,000/- per annum (Rupees Two lakh Forty Thousand Only)**, the details of which are given in the annexure of the appointment letter).

Background Check

This offer is contingent on the successful completion of a background check.

An appointment letter will be issued subject to your acceptance of this offer and submission of all the documents mentioned in annexure (B) on the joining date.

In the event that there is any discrepancy in the above mentioned documents and what was stated during the interview, we reserve the right to reconsider your compensation or cancel your candidature.

Please sign and return a copy of this provisional offer as a token of acceptance.

We are very excited about the possibility of you joining us.

Please let us know if we can answer any questions for you about any of the matters outlined in this letter. You can call us at 040-66022302.

For Sutherland Global Services Private Limited

ASWIN

Director- Talent Acquisition

Acknowledgement:

I have read and completely understand the clauses, including but not limited to pre-conditions of background checks, laid down in the above provisional offer.
I hereby unconditionally accept this provisional offer.

Signature of Candidate: _____

Date : _____

Place: _____

Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamalle High Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089


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



March 10, 2021

CHENNAI

Dear T SUNDAR DAYANIDHI,

Provisional Offer Letter

Congratulations!!!!

Further to our discussions, on behalf of Sutherland Healthcare Solutions Private Limited, We are very pleased make a "provisional offer" to you as **PROCESS ASSOCIATE**. You will be aligned to **SHS-Healthcare**.

Joining Date: 12/06/2021

You are requested to join on 12/06/2021 failing which this offer will be treated invalid.

Salary: Your emoluments by way of Annual Cost to the Company is **Rs. 2, 40,000/- per annum (Rupees Two lakh Forty Thousand Only)**, the details of which are given in the annexure of the appointment letter).

Background Check

This offer is contingent on the successful completion of a background check.

An appointment letter will be issued subject to your acceptance of this offer and submission of all the documents mentioned in annexure (B) on the joining date.

In the event that there is any discrepancy in the above mentioned documents and what was stated during the interview, we reserve the right to reconsider your compensation or cancel your candidature.

Please sign and return a copy of this provisional offer as a token of acceptance.

We are very excited about the possibility of you joining us.

Please let us know if we can answer any questions for you about any of the matters outlined in this letter. You can call us at 040-66022302.

For Sutherland Global Services Private Limited

ASWIN

Director- Talent Acquisition

Acknowledgement:

I have read and completely understand the clauses, including but not limited to pre-conditions of background checks, laid down in the above provisional offer.
I hereby unconditionally accept this provisional offer.

Signature of Candidate: T. Sundar Dayanidhi

Date : _____

Place: _____

Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamalle High Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089


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



March 10, 2021

CHENNAI

Dear PONNADA DEVENDRANAIDU, Provisional Offer Letter

Congratulations!!!!

Further to our discussions, on behalf of Sutherland Healthcare Solutions Private Limited, We are very pleased make a "provisional offer" to you as **PROCESS ASSOCIATE**. You will be aligned to **SHS-Healthcare**.

Joining Date: 12/06/2021

You are requested to join on 12/06/2021 failing which this offer will be treated invalid.

Salary: Your emoluments by way of Annual Cost to the Company is **Rs. 2, 40,000/- per annum (Rupees Two lakh Forty Thousand Only)**, the details of which are given in the annexure of the appointment letter).

Background Check

This offer is contingent on the successful completion of a background check.

An appointment letter will be issued subject to your acceptance of this offer and submission of all the documents mentioned in annexure (B) on the joining date.

In the event that there is any discrepancy in the above mentioned documents and what was stated during the interview, we reserve the right to reconsider your compensation or cancel your candidature.

Please sign and return a copy of this provisional offer as a token of acceptance.

We are very excited about the possibility of you joining us.

Please let us know if we can answer any questions for you about any of the matters outlined in this letter. You can call us at 040-66022302.

For Sutherland Global Services Private Limited

ASWIN

Director- Talent Acquisition

Acknowledgement:

I have read and completely understand the clauses, including but not limited to pre-conditions of background checks, laid down in the above provisional offer.
I hereby unconditionally accept this provisional offer.

Signature of Candidate: P. Devendra

Date : _____

Place: _____

Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamalle High Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089

4

PRINCIPAL

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



March 10, 2021

CHENNAI

Dear BENDI BHANUCHANDAR,

Provisional Offer Letter

Congratulations!!!!

Further to our discussions, on behalf of Sutherland Healthcare Solutions Private Limited, We are very pleased make a "provisional offer" to you as **PROCESS ASSOCIATE**. You will be aligned to **SHS-Healthcare**.

Joining Date: 12/06/2021

You are requested to join on 12/06/2021 failing which this offer will be treated invalid.

Salary: Your emoluments by way of Annual Cost to the Company is **Rs. 2, 40,000/- per annum (Rupees Two lakh Forty Thousand Only)**, the details of which are given in the annexure of the appointment letter).

Background Check

This offer is contingent on the successful completion of a background check.

An appointment letter will be issued subject to your acceptance of this offer and submission of all the documents mentioned in annexure (B) on the joining date.

In the event that there is any discrepancy in the above mentioned documents and what was stated during the interview, we reserve the right to reconsider your compensation or cancel your candidature.

Please sign and return a copy of this provisional offer as a token of acceptance.

We are very excited about the possibility of you joining us.

Please let us know if we can answer any questions for you about any of the matters outlined in this letter. You can call us at 040-66022302.

For Sutherland Global Services Private Limited

ASWIN

Director– Talent Acquisition

Acknowledgement:


I have read and completely understand the clauses, including but not limited to pre-conditions of background checks, laid down in the above provisional offer.
I hereby unconditionally accept this provisional offer.

Signature of Candidate: B. Bhandu

Date : _____

Place: _____

Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamalle High Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089


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

DATE: 24/01/2021

Subject: Appointment Letter

Dear **LANKA HEMANTH**

Following your acceptance of the job offer letter which you signed on we would like to confirm your appointment with GAMMA PROCESS as a **SUPPORT ENGINEER**. Your employment is be subject to the terms and conditions listed below:

StartingDate:

Your starting date is [26/07/2019].

WorkTimings

Your work timings are from 8AM to 5PM, Monday to Friday.

ProbationPeriod

You will be on a probation period for the first six months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary

Your monthly salary is 12000

Other

YOU WILL GET OT

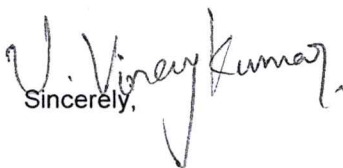
Annual

You are entitled to 15 days of paid leave per year.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document.

If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to GAMMA PROCESS. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.


Sincerely,



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
HITEC City, Hyderabad, Telangana 500081

Address: Seec Towers, Inorbit Mall Rd, Vittal Rao Nagar, HITEC City, Hyderabad, Telangana 500081

DATE: 24/01/2021

Subject: Appointment Letter

Dear **GANNI GEETANJALI**

Following your acceptance of the job offer letter which you signed on we would like to confirm your appointment with GAMMA PROCESS as a **SUPPORT ENGINEER** Your employment is be subject to the terms and conditions listed below:

StartingDate:

Your starting date is [26/07/2019].

WorkTimings

Your work timings are from 8AM to 5PM, Monday to Friday.

ProbationPeriod

You will be on a probation period for the first six months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary

Your monthly salary is 12000

Other

YOU WILL GET OT

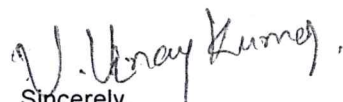
Annual

You are entitled to 15 days of paid leave per year.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document.

If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to GAMMA PROCESS. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.


Sincerely,



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

Address: Seec Towers, Inorbit Mall Rd, Vittal Rao Nagar,HITEC City, Hyderabad, Telangana 500081

DATE: 24/01/2021

Subject: Appointment Letter

Dear **MARPU TEJESWARI**

Following your acceptance of the job offer letter which you signed on we would like to confirm your appointment with GAMMA PROCESS as a **SUPPORT ENGINEER** Your employment is be subject to the terms and conditions listed below:

StartingDate:

Your starting date is [26/07/2019].

WorkTimings

Your work timings are from 8AM to 5PM, Monday to Friday.

ProbationPeriod

You will be on a probation period for the first six months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary

Your monthly salary is 12000

Other

YOU WILL GET OT

Annual

You are entitled to 15 days of paid leave per year.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document.

If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to GAMMA PROCESS. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.


Sincerely,



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

Address: Seec Towers, Inorbit Mall Rd, Vittal Rao Nagar,HITEC City, Hyderabad, Telangana 500081

DATE: 24/01/2021

Subject: Appointment Letter

Dear **MAVUDURU RAKESH**

Following your acceptance of the job offer letter which you signed on we would like to confirm your appointment with GAMMA PROCESS as a **SUPPORT ENGINEER** Your employment is be subject to the terms and conditions listed below:

StartingDate:

Your starting date is [26/07/2019].

WorkTimings

Your work timings are from 8AM to 5PM, Monday to Friday.

ProbationPeriod

You will be on a probation period for the first six months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary

Your monthly salary is 12000

Other

YOU WILL GET OT

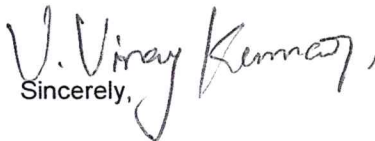
Annual

You are entitled to 15 days of paid leave per year.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document.

If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to GAMMA PROCESS. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.


Sincerely,



PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-577010, A.P.

Address: Seec Towers, Inorbit Mall Rd, Vittal Rao Nagar,HITEC City, Hyderabad, Telangana 500081

DATE: 24/01/2021

Subject: Appointment Letter

Dear **GARUKU KURAMA RAO**

Following your acceptance of the job offer letter which you signed on we would like to confirm your appointment with GAMMA PROCESS as a **SUPPORT ENGINEER** Your employment is be subject to the terms and conditions listed below:

StartingDate:

Your starting date is [26/07/2019].

WorkTimings

Your work timings are from 8AM to 5PM, Monday to Friday.

ProbationPeriod

You will be on a probation period for the first six months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary

Your monthly salary is 12000

Other

YOU WILL GET OT

Annual

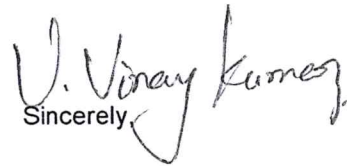
You are entitled to 15 days of paid leave per year.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document.

If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to GAMMA PROCESS. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.

Sincerely,



PRINCIPAL

Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikakulam-532240, A.P.

Address: Seec Towers, Inorbit Mall Rd, Vittal Rao Nagar,HITEC City, Hyderabad, Telangana 500081

DATE: 24/01/2021

Subject: Appointment Letter

Dear **KATTA BHAVANI SHANKAR**

Following your acceptance of the job offer letter which you signed on we would like to confirm your appointment with GAMMA PROCESS as a **SUPPORT ENGINEER** Your employment is be subject to the terms and conditions listed below:

StartingDate:

Your starting date is [26/07/2019].

WorkTimings

Your work timings are from 8AM to 5PM, Monday to Friday.

ProbationPeriod

You will be on a probation period for the first six months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary

Your monthly salary is 12000

Other

YOU WILL GET OT

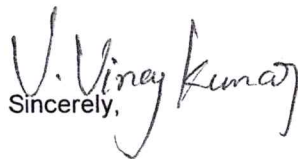
Annual

You are entitled to 15 days of paid leave per year.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document.

If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to GAMMA PROCESS. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.


Sincerely,



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

Address: Seec Towers, Inorbit Mall Rd, Vittal Rao Nagar,HITEC City, Hyderabad, Telangana 500081

DATE: 24/01/2021

Subject: Appointment Letter

Dear **KANDAVALLI RAVINDRA**

Following your acceptance of the job offer letter which you signed on we would like to confirm your appointment with GAMMA PROCESS as a **SUPPORT ENGINEER** Your employment is be subject to the terms and conditions listed below:

StartingDate:

Your starting date is [26/07/2019].

WorkTimings

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ProbationPeriod

You will be on a probation period for the first six months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary

Your monthly salary is 12000

Other

YOU WILL GET OT

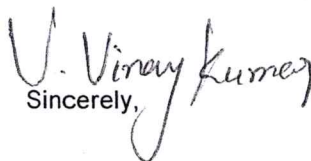
Annual


You are entitled to 15 days of paid leave per year.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document.

If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to GAMMA PROCESS. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.


Sincerely,


PRINCIPAL
Sri Venkateswara College of Engineering & Technology

Address: Seec Towers, Inorbit Mall Rd, Vittal Rao Nagar, HITEC City, Hyderabad, Telangana 500081



DATE: 24/01/2021

Subject: Appointment Letter

Dear **GOTIVADA KAMESWARA RAO**

Following your acceptance of the job offer letter which you signed on we would like to confirm your appointment with GAMMA PROCESS as a **SUPPORT ENGINEER** Your employment is be subject to the terms and conditions listed below:

StartingDate:

Your starting date is [26/07/2019].

WorkTimings

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ProbationPeriod

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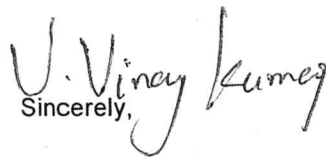
Annual

You are entitled to 15 days of paid leave per year.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document.

If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to GAMMA PROCESS. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.


Sincerely,


PRINCIPAL
Sri Venkateswara College of Engineering & Technology-
ETCHERLA, Srikakulam-577603 (A.P.)

Address: Seec Towers, Inorbit Mall Rd, Vittal Rao Nagar,HITEC City, Hyderabad, Telangana 500081

DATE: 24/01/2021

Subject: Appointment Letter

Dear **MOTURI VASU**

Following your acceptance of the job offer letter which you signed on we would like to confirm your appointment with GAMMA PROCESS as a **SUPPORT ENGINEER** Your employment is be subject to the terms and conditions listed below:

StartingDate:

Your starting date is [26/07/2019].

WorkTimings

Your work timings are from 8AM to 5PM, Monday to Friday.

ProbationPeriod

You will be on a probation period for the first six months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary

Your monthly salary is 12000

Other

YOU WILL GET OT

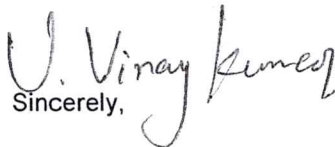
Annual

You are entitled to 15 days of paid leave per year.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document.

If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to GAMMA PROCESS. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.


Sincerely,


PRINCIPAL
Sri Venkateswara College of Engineering & Technology
ETCHERLA, Srikalahasti - 517 102

Address: Seec Towers, Inorbit Mall Rd, Vittal Rao Nagar,HITEC City, Hyderabad, Telangana 500081

DATE: 24/01/2021

Subject: Appointment Letter

Dear **KONCHADA VIJAYA**

Following your acceptance of the job offer letter which you signed on we would like to confirm your appointment with GAMMA PROCESS as a **SUPPORT ENGINEER** Your employment is be subject to the terms and conditions listed below:

StartingDate:

Your starting date is [26/07/2019].

WorkTimings

Your work timings are from 8AM to 5PM, Monday to Friday.

ProbationPeriod

You will be on a probation period for the first six months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary

Your monthly salary is 12000

Other

YOU WILL GET OT

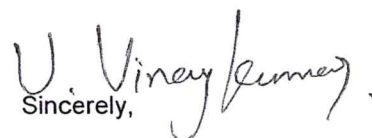
Annual

You are entitled to 15 days of paid leave per year.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document.

If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to GAMMA PROCESS. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.


Sincerely,


PRINCIPAL
Sri Venkateswara College of Engineering & Technology

Address: Seec Towers, Inorbit Mall Rd, Vittal Rao Nagar, HITEC City, Hyderabad, Telangana 500081



Date: 12/01/2021

Subject: Offer for Employment

Dear **KUNA NANDA KISHORE**,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,40,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

We request you to bring the following documents/credentials at the time of joining and submit them to the HR Department:

- Photocopy of all your academic qualification documents (degree or certificates, etc.)
- Proof of address
- Copy of passport, Aadhar Card & PAN card
- Three passport-size photographs

We welcome you to the Talent Shine family and wish you a rewarding career ahead! Please feel free to get in touch with Mrs. Vijetha, HR, at any time for further information.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

Authorized Signatory

Talent Shine India Pvt. Ltd.,
31-29-18, Kurmannapalem, Vadlapudi, Visakhapatnam – 530046
www.talentshineindia.com | CIN: U74910AP2022PTC122449

PRINCIPAL

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



Date: 12/01/2021

Subject: Offer for Employment

Dear **KUNCHALA RAJA SEKHAR**,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,40,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

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- Three passport-size photographs

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www.talentshineindia.com | CIN: U74910AP2022PTC122449


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



Date: 12/01/2021

Subject: Offer for Employment

Dear **KUNA NAGARAJU**,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,40,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

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- Proof of address
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- Three passport-size photographs

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31-29-18, Kurmannapalem, Vadlapudi, Visakhapatnam – 530046
www.talentshineindia.com | CIN: U74910AP2022PTC122449


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



Date: 12/01/2021

Subject: Offer for Employment

Dear **KOLLI MANMADHA RAO**,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,40,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

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- Three passport-size photographs

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Talent Shine India Pvt. Ltd.,
31-29-18, Kurmannapalem, Vadlapudi, Visakhapatnam – 530046
www.talentshineindia.com | CIN: U74910AP2022PTC122449

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



Date: 12/01/2021

Subject: Offer for Employment

Dear **KHAGESWARA BEHERA**,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,40,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

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- Proof of address
- Copy of passport, Aadhar Card & PAN card
- Three passport-size photographs

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31-29-18, Kurmannapalem, Vadlapudi, Visakhapatnam – 530046
www.talentshineindia.com | CIN: U74910AP2022PTC122449

PRINCIPAL

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



Date: 12/01/2021

Subject: Offer for Employment

Dear **KARADA SHANKAR**,

With reference to your application and the subsequent interview we had with you, we are pleased to offer you employment in our organization as a Business Development Associate. Your place of posting will be in Visakhapatnam.

Your Total Cost to Company (TCTC) per month, including all other benefits, will be INR Rs. 2,40,000 PA. As discussed, your joining date will be on 01/04/2019, and you shall report to our Office at 09:30 am. Further, you will receive a detailed appointment letter upon joining, which will include all terms and conditions of your employment with Talent Shine India Pvt. Ltd.

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- Proof of address
- Copy of passport, Aadhar Card & PAN card
- Three passport-size photographs

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We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

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31-29-18, Kurmannapalem, Vadlapudi, Visakhapatnam – 530046
www.talentshineindia.com | CIN: U74910AP2022PTC122449


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



SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY

Accredited by NAAC with 'A' Grade

(Approved by AICTE, New Delhi; Affiliated to JNTUK, Kakinada; G.O.Ms.No. 101, Dt. 09-07-08)

NH-5, ETCHERLA-532410, SRIKAKULAM (Dist.), ANDHRA PRADESH

Web : www.svcet.info, Email : principal_svcet@yahoo.com

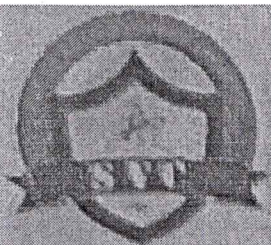
A.Y: 2020-21

HIGHER EDUCATION DETAILS

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.	SINGUPURAM RAJESH	B.Tech-ME	2021	Sri Venkateswara College of Engineering and Technology, Etcherla Srikakulam.	M.B.A
2.	MARPU BABJI	B.Tech-ME	2021	College of Engineering, ANDHRA UNIVERSITY, Visakhapatnam.	M.Tech


IQAC


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



SRI VENKATESWARA

COLLEGE OF ENGINEERING & TECHNOLOGY

NH-16, Etcherla, Srikakulam. 532410

Accredited by NAAC with Grade "A"

Approved by AICTE, Affiliated to JNTU Kakinada

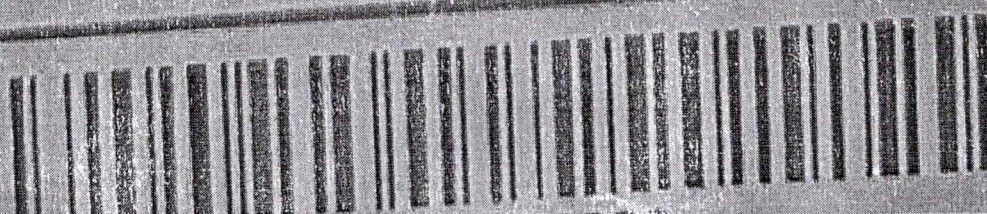
STUDENT IDENTITY CARD



SINGUPURAM RAJESH

Course : MANAGEMENT
Department : MBA
Batch : 2022-24
Blood Group : B+ve
Contact No : 9701165126
Address : Radhavallabhapuram, Tekkali
Hall Ticket No : 22MT1E0096

PRINCIPAL





COLLEGE OF ENGINEERING (A)
ANDHRA UNIVERSITY
VISAKHAPATNAM-530 003

Ph No
0891-2844000
2844001

STUDENT IDENTITY CARD

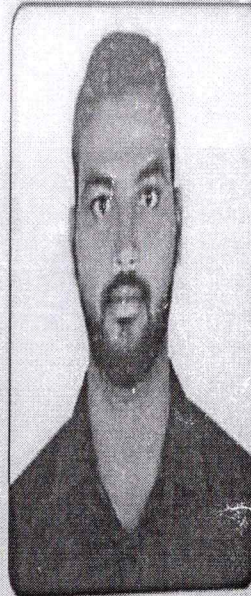
Regd.NO : 323207056007

Name : MARPU BABJI

Course : M.Tech (Heat Power Engineering)

Department : Mechanical Engineering

Batch : 2023-2025



Asantol
Principal