



06/28/2021

Venkata Jyotshna Pamidi

Dear Venkata Jyotshna,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Jun 29, 2021 16:19 GMT+5.5)

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Lokendra Sethi
Vice President - Human Resources



Dear Sidda ,

Welcome to the ADP Family! We are thrilled to have you with us and look forward to an enriching relationship ahead. We are sure you would have received an e-copy of your offer letter and enclosed is a physical copy of the same offer letter

As a part of our onboarding process, the enclosed documents are required to be filled and submitted on the day of joining.

- Two copies of passport size photograph
- Confidentiality Agreement
- Code of Business Conduct & Anti Bribery Policy
- Provident Fund declaration and transfer form (Please use the transfer form only if you wish to transfer the PF account from the current/past employer to ADP)
- Bank application form(s) for your salary account
- Joining Details Form

Please ensure to report at the ADP office no later than 9.00 AM on the day of joining. Kindly bring along the following documents in case you have not submitted them to us earlier:

1. Relieving/Experience letter from the last employer (If applicable)
2. PAN card copy

Please feel free to connect with your candidate manager in case of any queries on the offer.

Your Back Ground Check has been initiated and a third party team will be reaching out to you shortly on the same.

For any on-boarding assistance, please email to hyderabadhrsharedserviceteam@adp.com

The ADP family wishes you a fun-filled, fulfilling journey ahead.

Best Regards,

ADP Human Resources

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech. (G)
Nil-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



Offer: Computer Consultancy

Ref: TCSL/DT20184301848/Hyderabad

Date: 21/04/2021

Ms. Subrahmanyeswara Durga Bhavani Sidda
8-2/1 Main Road,
Ravurupadu,
Kovvur-534340,
Andhra Pradesh.
Tel# 91-7893972643

Dear Subrahmanyeswara Durga Bhavani Sidda,

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

TCS Confidential
TCSL/DT20184301848

ATTESTED
PRINCIPAL
TATA CONSULTANCY SERVICES
Godavari Institute of Engineering & Tech. (A)
Tata Consultancy Services
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533296
Deccanpark, No 1 Software Units Layout, Hitech Road, 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



06/21/2021

Adapa Jaswanthi

Dear Adapa,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Jun 23, 2021 20:46 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Adapa Jaswanthi



DXC Technology || Offer Letter

5 messages

DXC India CampusConnect <DXCIndiaCampusConnect@dxs.com>
To: abhiram10943@gmail.com <abhiram10943@gmail.com>

Thu, 26 Nov 2020 at 01:24



25 November 2020

Abhi Ram Bandaru

Dear Abhi Ram Bandaru,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey. Thanking

You,

Yours Sincerely,

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRI-533 296



06/27/2021

Shanti Priya Bugge

Dear Shanti Priya,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Jun 28, 2021 18:15 GMT+5.5)

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Lokendra Sethi
Vice President - Human Resources



Hemanth Manikanta <mani4122000@gmail.com>

DXC Technology || Offer Letter

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxcc.com>
To: "mani4122000@gmail.com" <mani4122000@gmail.com>

Thu, Nov 26, 2020 at 1:22 AM



25 November 2020

Chappati Hemanth Manikanta

Dear Chappati Hemanth Manikanta,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

Lokendra Sethi

Lokendra Sethi

Vice President - Human Resources

25 November 2020

Chappati Hemanth Manikanta

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.
NH-16, Chaitanya Knowledge City
RAJAHMUNDRI-533 296



Mr.K.V.K.Sasi Kanth AP@CSE <sasikanth@giet.ac.in>

Fwd: Congratulations! You have been selected to be part of Accenture!

1 message

Revathi Rao <revathichinta123@gmail.com>

Fri, Jul 23, 2021 at 12:13 PM

To: c2c@giet.ac.in

Cc: sasikanth@giet.ac.in

17551A0514

Accenture LOI

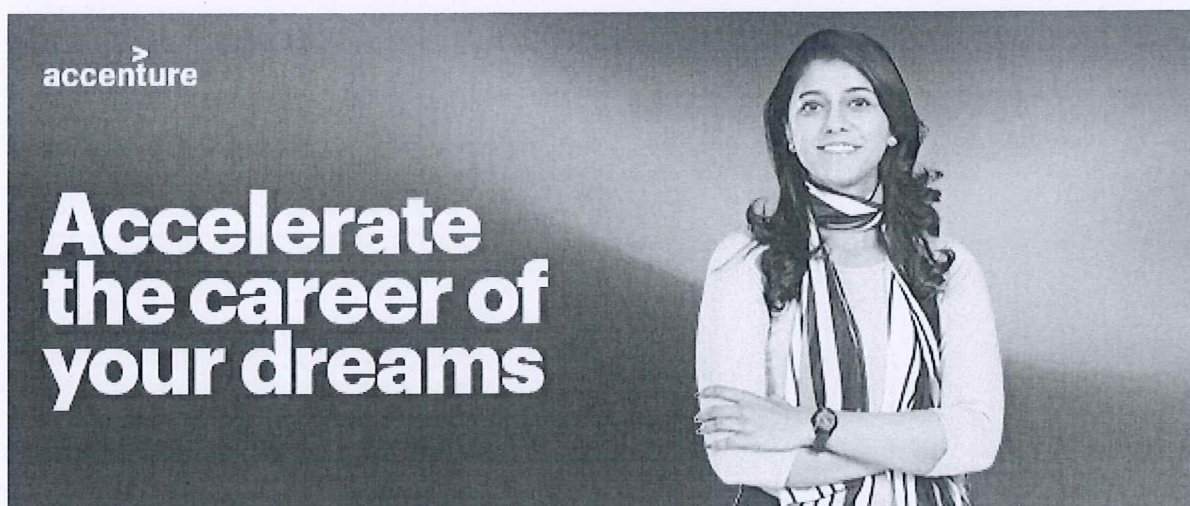
----- Forwarded message -----

From: **donotreply.indiacampus** <donotreply@indiacampus.accenture.com>

Date: Wed, 14 Jul 2021, 17:52

Subject: Congratulations! You have been selected to be part of Accenture!

To: <revathichinta123@gmail.com>

**See you soon at Accenture!**

Dear Revathi Chinta,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the offer.

ATTESTED**PRINCIPAL**

Godavari Institute of Engineering & Tech.(A)
KJ-SO, Chaitanya Knowledge City
RAJAHMUNDY-533 296

For any queries you can login to the below link and go to Help section – choose appropriate category to raise your queries.

Link: <http://indiacampus.accenture.com/candidate>

Date: 16-Dec-2020

To

Chinta Revathi
INDIA

Dear Chinta Revathi,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the competency Level C subject to the following terms and conditions.

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

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

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

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

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

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



06/28/2021

Edula Preethi Sameera

Dear Edula,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

{{Sig1_es_:signer1:signature}}

Lokendra Sethi
Vice President - Human Resources

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

July 22, 2021

HRD/3T/1002132263/21-22

Ms. Edula Preethi Sameera
Devi Vinayaka Plaza, Dr No 63-11-9/9,
Sarangadharametta,
Rajahmundry-533105
India

Ph: +91-9160796366

Dear Edula,

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 Not Verified

Digitally signed by Richard Lobo
Date: 2021.07.22 18:47:49 IST
Reason: Digitally Signed
Location: Bangalore

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech. (A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

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



28 Jun, 2021

Satya Supriya Gollapalli

Dear Satya Supriya,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Jun 29, 2021 16:19 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



APPOINTMENT LETTER

July 3, 2021

Dear KOPPISETTI MAHESH BABU,

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

1. Appointment Details:

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

2. Compensation:

You will be eligible for:

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

3. Other Benefits:

You will also be eligible for:

ATTESTED

PRINCIPAL

Sahawani Institute of Engineering & Tech (A)

Wipro Campus, Kumbakonam City

RAJAHMUNDRI-533 296



25 Jun, 2021

Kosuri Priyanka

Dear Kosuri,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

{{Sig1_es_:signer1:signature}}

Lokendra Sethi
Vice President - Human Resources

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.
NH-16, Chaitanya Knowledge City
RAJAHMUNDRI-533 296

priyanka.k



**Accelerate
the career of
your dreams**



To,

Name : Venkata Naga Alekhya Mandala

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

Dear Venkata Naga Alekhya Mandala,

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

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

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

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

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Knowledge City

RAJAHMUNDRY-522

16 June, 2021

Ms. Venkata Naga Alekhya Mandala
31-7-13/1, Sri Maruthi Traders,
Pappula Street, Main Road, Opposite Bata,
Rajahmundry 533101.

Dear Venkata Naga Alekhya,

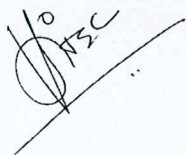
Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP. Please find the offer details below:

Position:	Member Technical
Grade:	G2 L1
Start date:	On or Before 02 August, 2021
Compensation:	Gross Compensation of INR 5,00,008 (Rupees Five Lakhs and Eight Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.
Probation & Notice Period:	You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.
Place of work:	Your initial place of work will be Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

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

We wish you a long and successful career with ADP.

Sincerely,



Vipul Singh
(Divisional Vice President & Head of HR)

ATTESTED

PRINCIPAL
Gordavari Institute of Engineering & Tech (A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

Associate Signature: _____

22-Mar-2021



Dear Venkata Naga Alekhya Mandala,
 B.Tech/B.E., Computer Science & Engineering
 Godavari Inst of Engg & Technology, Rajahmundry

Candidate ID – 15610196

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

ATTESTED
PRINCIPAL

Godavari Institute of Engineering & Technology
 NH-16, Chaitanya Knowledge City
 RAJAHMUNDY-533 296



22 Jun, 2021

Harshitha Mattaparthi

Dear Harshitha,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Jun 23, 2021 23:13 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech (A)
Kite 16, Chaitanya Knowledge City
RAJAHMUNDRI-533 296

virtusa
July 17, 2021

Ms. Hyma Divya Srivalli Medicharla
GIET
Rajahmundry
Andhra Pradesh
India

Dear Hyma Divya Srivalli Medicharla,

Thank you for your keen interest in Virtusa Consulting Services Pvt Ltd, India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : **Associate Engineer-Technology**
2. Tier : **Tier 4**

Your date of joining would be **July 19, 2021**.

You will be based at Virtusa's **Hyderabad** office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be **Rs.550,000.00/- per annum** as per **Annexure-I**.

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before **July 19, 2021**.

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely
for Virtusa Consulting Services Pvt Ltd, India,

I hereby accept employment on the terms set forth
in this Letter as of this _____ day of _____

N. Sundararajan

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Hyma Divya Srivalli Medicharla

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE		
NAME : Hyma Divya Srivalli Medicharla		
DESIGNATION : Associate Engineer-Technology		
TIER : Tier 4		
	Per Month (in ₹)	Per Annum (in ₹)
Base Components (A)		
Basic	13,750.00	165,000.00
HRA	6,875.00	82,500.00
Basket of Allowances (B)		
Leave Travel Assistance*	0.00	0.00

ATTESTED

PRINCIPAL

Jodavani Institute of Engineering & Tech. (A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



22-Mar-2021

Dear Potnuru Anil Kumar,
B.Tech/B.E., Computer Science & Engineering
Godavari Inst of Engg & Technology, Rajahmundry

Candidate ID – 15610213

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

ATTESTED
PRINCIPAL



06/28/2021

Srilakshmi Pragada

Dear Srilakshmi,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Jun 29, 2021 16:12 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16 Chaitanya Knowledge City
RAJAHMUNDRY-533 296

DXC Technology || Offer Letter

1 message

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxc.com>
To: "saiavinash69@gmail.com" <saiavinash69@gmail.com>

Thu, Nov 26, 2020 at 1:21 AM



25 November 2020

Sarvasuddi Sai Avinash

Dear Sarvasuddi Sai Avinash,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,



Lokendra Sethi

Vice President - Human Resources

25 November 2020

Sarvasuddi Sai Avinash

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech. (A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRI-533 296

July 22, 2021

HRD/3T/1002128826/21-22

Mr. Sarvasuddi Sai Avinash
22-9-12/1, Mudragadabuildings-B,
Veerabhadrapuram,
Rajahmundry-533103
India

Ph: +91-9100127437

Dear Sarvasuddi,

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 Not Verified

Digitally signed by Richard Lobo
Date: 2021.07.22 20:07:01 IST
Reason: Digitally Signed
Location: Bangalore

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

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



06/27/2021

Madhuri Sunkavalli

Dear Madhuri,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Jun 28, 2021 18:15 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

DXC Technology India Private Limited (formerly known as CSC Technologies India Private Limited)
CIN: U72900TN2015FTC102489
Registered Office:
Unit 13, Block 2, SDF Buildings, MEPZ-SEZ, Tambaram Sanatorium, Chennai (Tamil Nadu) - 600 045.
Ph: +91-44-22628080 / 22623880, Fax: +91-44-22628171
Website: www.dxc.technology



APPOINTMENT LETTER

July 10, 2021

Dear SUNKAVALLI Madhuri,

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

1. Appointment Details:

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

2. Compensation:

You will be eligible for:

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

3. Other Benefits:

You will also be eligible for:

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)

RAJAHMUNDRY-533 296



DXC Technology || Offer Letter

1 message

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxs.com>
To: sushantkumar385@gmail.com <sushantkumar385@gmail.com>

Thu, 26 Nov, 2020 at 01:21



25 November 2020

Sushant Kumar

Dear Sushant Kumar,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

Lokendra Sethi

Lokendra Sethi

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



Offer: Computer Consultancy

Ref: TCSL/CT20182382334/Hyderabad

Date: 31/10/2020

Ms. Lahari Swetha Tammana
36-24-32 Saropallivari Street,
Stadium Road,
Rajahmundry-533101,
Andhra Pradesh.
Tel# 91-8639078163

Dear Lahari Swetha Tammana,

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/CT20182382334

TATA CONSULTANCY SERVICES LIMITED

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad
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

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296



DXC Technology || Offer Letter

1 message

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxs.com>
To: nagendrathoram66@gmail.com <nagendrathoram66@gmail.com>

Thu, 26 Nov, 2020 at 1:21 AM



25 November 2020

Nagendra Durga Thoram

Dear Nagendra Durga Thoram,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

July 22, 2021

HRD/3T/1002137276/21-22

Mr. Thoram Durga Durga Nagendra

2-172

Vadali

Tanuku-534324

India

Ph: +91-9515178473

Dear Thoram,

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 Not Verified

Digitally signed by Richard Lobo
Date: 2021.07.22 18:26:34 IST
Reason: Digitally Signed
Location: Bangalore

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

INFOSYS LIMITED

CIN: L85110KA1981PLC013115

44, Infosys Avenue

Electronics City, Hosur Road

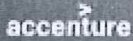
Bangalore 560 100, India

T 91 80 2852 0261

F 91 80 2852 0362

askus@infosys.com

www.infosys.com



**Accelerate
the career of
your dreams**



To,

Name : Sai Sandeep Ventrapragada

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

Dear Sai Sandeep Ventrapragada,

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

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

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

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.
NH-16 Chaitanya Knowledge City



sandeep ventrapragada <sandeepventrapragada56@gmail.com>

DXC Technology || Offer Letter

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxs.com>

Thu, Nov 26, 2020 at 1:19 AM

To: "sandeepventrapragada56@gmail.com" <sandeepventrapragada56@gmail.com>



25 November 2020

Ventrapragada Sai Sandeep

Dear Ventrapragada Sai Sandeep,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

Lokendra Sethi

Vice President - Human Resources

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296



Offer: Computer Consultancy

Ref: TCSL/CT20192754367/Hyderabad

Date: 11/01/2021

Mr. Sai Sandeep Ventrapragada
4-25Subhash Street,
Near Vinayaka Temple,
Jaggampeta-533435,
Andhra Pradesh.
Tel# 91-9292403666

Dear Sai Sandeep Ventrapragada,

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/CT20192754367

ATTESTED

PRINCIPAL

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

Godavari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Knowledge City

RAJAHMUNDRY-533 296

virtusa
July 16, 2021

Miss Adabala Divya
East Godavari
East Godavari
Andhra Pradesh
India

Dear Adabala Divya,

Thank you for your keen interest in Virtusa Consulting Services Pvt Ltd, India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : Associate Engineer-Technology
2. Tier : Tier 4

Your date of joining would be **July 19, 2021**.

You will be based at Virtusa's **Hyderabad** office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be **Rs.400,000.00/- per annum** as per **Annexure-I**.

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before **July 19, 2021**.

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely

for Virtusa Consulting Services Pvt Ltd, India,

I hereby accept employment on the terms set forth
in this Letter as of this _____ day of _____

Sundararajan Narayanan

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Adabala Divya

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE		
NAME : Adabala Divya		
DESIGNATION : Associate Engineer-Technology		
TIER : Tier 4		
	Per Month (in ₹)	Per Annum (in ₹)
Base Components (A)		
Basic	10,500.00	126,000.00
HRA	5,250.00	63,000.00
Basket of Allowances (B)		
Leave Travel Assistance*	0.00	0.00
Phone & Internet Reimbursement	0.00	0.00
Advance Statutory Bonus**	1,500.00	18,000.00
Special Allowance	11,112.00	133,339.00
Food Reimbursement	0.00	0.00
Retirement Benefits (C)		
PF - Company's Contribution	1,800.00	21,600.00
Gratuity**	505.00	6,061.00
Fixed Compensation (A + B + C)	30,667.00	368,000.00
Variable Compensation (at 100%) Refer	2,667.00	32,000.00

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

DXC Technology || Offer Letter

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxcc.com>
To: "chekuri.sailakshmi7@gmail.com" <chekuri.sailakshmi7@gmail.com>

Thu, Nov 26, 2020 at 1:24 AM



25 November 2020

Sai Lakshmi Chekuri

Dear Sai Lakshmi Chekuri,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

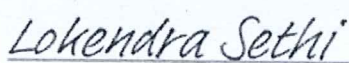
At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,



Lokendra Sethi

Vice President - Human Resources

25 November 2020

Sai Lakshmi Chekuri

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRI-533 296

YOU'RE ONE OF A KIND. YOU'RE AN #EPAMER!



Congratulations and Welcome to EPAM!

We are excited to have you onboard in what we are sure will be an exciting journey! We wish that you achieve all that you aspire for in your career here at EPAM.

At EPAM, our people are the source of our success and we are committed to providing numerous opportunities for smart, self-motivated, pro-active and collaborative individuals to learn and grow. We invest in EPAMers around the world, helping to find and develop the brightest minds and to build dynamic, lasting careers.

EPAM Systems, Inc. (NYSE: EPAM) has leveraged its software engineering expertise to become a leading global product development, digital platform engineering, and top digital and product design agency since its inception in 1993. Through its 'Engineering DNA' and innovative strategy, consulting, and design capabilities, EPAM works in collaboration with its customers to deliver next-gen solutions that turn complex business challenges into real business outcomes. EPAM's global teams serve customers in over 25 countries across North America, Europe, Asia and Australia. EPAM is a recognized market leader in multiple categories among top global independent research agencies and was one of only four technology companies to appear on Forbes 25 Fastest Growing Public Tech Companies list every year of publication since 2013.

As we wait for you to come onboard and experience this dynamic culture, we recommend that you make time to go through www.welcome.epam.in to understand life and culture at EPAM India.

Please do remember to send in your offer acceptance acknowledgement on the new hire portal, the link for which has been emailed to you. This portal also includes information on the list of activities planned for you in the first few days of your joining, to ensure that your assimilation in the EPAM system is smooth and hassle-free. In case you have more questions, or are facing some issues, please raise them on the portal and our team will revert with a response at the earliest opportunity.

Congratulations once again for becoming an EPAMer. You surely are one of a kind!

Regards.

Srinivas Reddy

EPAM India GDO Head

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

EPAM Systems India Private Limited

CORP. OFFICE (HYDERABAD): Salarpuria Sattva Knowledge City, 10th, 11th & 12th Floors, Unit 2&3, Plot No. 2, Phase 1, Survey No. 83/1, Raidurg Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500081. INDIA. Ph.: +91 40 4797 9900. GSTIN: 6AAACW2012R1Z6

PUNE: SmartWorks Business Center Pvt Ltd, Suite 8, Level 1, West Wing, Nyati Unitree, Samrat Ashok Road, Yerwada, Pune, Maharashtra - 411006. INDIA. Ph.: +91 20 4913 6000. GSTIN: 27AAACW2012R2Z4

CIN: U74140TG1997PTC028582
E-mail: corporateindia@epam.com
www.epam.com



July 17, 2021

Miss Dungala Naga Rajeswari Devi
Rajahmundry
Rajahmundry
Telangana
India

Dear Dungala Naga Rajeswari Devi,

Thank you for your keen interest in Virtusa Consulting Services Pvt Ltd, India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : Associate Engineer-Technology
2. Tier : Tier 4

Your date of joining would be July 19, 2021.

You will be based at Virtusa's Hyderabad office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be Rs.400,000.00/- per annum as per Annexure-I.

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before July 19, 2021.

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely
for Virtusa Consulting Services Pvt Ltd, India,

I hereby accept employment on the terms set forth
in this Letter as of this _____ day of _____

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Dungala Naga Rajeswari Devi

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE		
NAME : Dungala Naga Rajeswari Devi		
DESIGNATION : Associate Engineer-Technology		
TIER : Tier 4		
	Per Month (in ₹)	Per Annum (in ₹)
Base Components (A)		
Basic	10,500.00	126,000.00
HRA	5,250.00	63,000.00
Basket of Allowances (B)		
Leave Travel Assistance*	0.00	0.00

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296



**Accelerate
the career of
your dreams**



To,

Name : Manikanta Gummalla

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

Dear Manikanta Gummalla,

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

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

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

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

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City



Mr.K.V.K.Sasi Kanth AP@CSE <sasikanth@gieta.ac.in>

17551A0582 :- DXC Technologies

1 message

Manikanta reddy <manikantarreddy.cs@gmail.com>

To: c2c@gieta.ac.in

Cc: sasikanth@gieta.ac.in

Fri, Jul 23, 2021 at 12:26 PM



25 November 2020

Karri Vasu Deva Manikanta Reddy

Dear Karri Vasu Deva Manikanta Reddy,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

ATTESTED

PRINCIPAL

Levari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Knowledge City

RAJAHMUNDRY-533 296

Mr. Naga Naveen Kumar Mygapula
8-3-28,kovvur
Kovvur
Andhra Pradesh
India

Dear Naga Naveen Kumar Mygapula,

Thank you for your keen interest in Virtusa Consulting Services Pvt Ltd, India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : **Associate Engineer-Technology**
2. Tier : **Tier 4**

Your date of joining would be **July 19, 2021**.

You will be based at Virtusa's **Hyderabad** office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be **Rs.400,000.00/- per annum** as per **Annexure-I**.

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before **July 19, 2021**.

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely
for Virtusa Consulting Services Pvt Ltd, India,

I hereby accept employment on the terms set forth
in this Letter as of this _____ day of _____

N. Sundararajan

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Naga Naveen Kumar Mygapula

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE		
NAME : Naga Naveen Kumar Mygapula		
DESIGNATION : Associate Engineer-Technology		
TIER : Tier 4		
	Per Month (in ₹)	Per Annum (in ₹)
Base Components (A)		
Basic	10,500.00	126,000.00
HRA	5,250.00	63,000.00
Basket of Allowances (B)		
Leave Travel Assistance*	0.00	0.00

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

23-Mar-2021



Dear Nandini Srivastava,
B.Tech/B.E., Computer Science & Engineering
Godavari Inst of Engg & Technology, Rajahmundry

Candidate ID – 15610224

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

ATTESTED
PRINCIPAL



06/27/2021

Nandini Srivastava

Dear Nandini,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Jun 28, 2021 18:14 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)

NH-16 Chaitanya Knowledge City

RAJAHMUNDRY-533 296

DXC Technology India Private Limited (formerly known as CSC Technologies India Private Limited)
CIN: U72900TN2015FTC102489
Registered Office:
Unit 13, Block 2, SDF Buildings, MEPZ-SEZ, Tambaram Sanatorium, Chennai (Tamil Nadu) - 600 045.
Ph: +91-44-22628080 / 22623880, Fax: +91-44-22628171
Website: www.dxc.technology

Nandini.S.
30.06.2021



Mindtree

A Larsen & Toubro Group Company

Date: 17-Dec-2020

To

VIJAY BHARGAV DUNGALA
INDIA

Dear VIJAY BHARGAV DUNGALA,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the competency Level C subject to the following terms and conditions.

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

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

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

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

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

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



Transforming Opportunities to Integral Solutions

Date 24-06-2020

Letter of Employment

DEAR Dileep

We are pleased to offer you employment in our organization **Core Integra Consulting Services Pvt. Ltd.** ("Company") situated Mumbai as **District Coordinator** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **24-06-2020** till **23-12-2020**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
2. You shall report to work on **24-06-2020** at **Client place at Kakinada**.
3. Details of your salary break up with components are as per the enclosure attached herewith.
4. This contract shall be terminable by either party giving 30 days notice in writing or salary in lieu of notice, to the other party.
5. You will, with effect from 24-06-2020 be deputed by the Company to work at the Client's office/ premises at any of their locations, either onsite or offshore. The working week will be 6 (six) days. It is expressly understood that at all times you are an employee of the Company and there is no employee employer relationship between you and the client.
6. You will be governed by the policies of the Client's organization with respect to holidays. You will be entitled to 18 (Eighteen days) annual leave. In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of the company, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net salary / reimbursement amount due, if any, shall be credited to your savings bank account opened for this purpose.

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Yours truly,

For Core Integra Consulting Services Pvt. Ltd

Authorized Signatory



ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech. (A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Core Integra Consulting Services Pvt Ltd

"01st Floor, Vinmar House, Plot no : A/41, Road No:- 02, MIDC, Opp. Marol Bus Depot, Andheri-East,

Mumbai-400093 Tel: 91-22-29261501 www.coreintegra.com



Transforming Opportunities to Integral Solutions

STANDARD TERMS OF EMPLOYMENT

1. VALIDITY TERM OF EMPLOYMENT: Notwithstanding anything above, depending upon the aforementioned project/work/deputation, the Company reserves its right to extend/renew your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend/renew your temporary assignment on the term as may be indicated in such letter and in the event of your acceptance of such extension/renewal of the assignment; you shall be governed by such terms and conditions as may be indicated therein.

It is specifically understood by you that during your term of your employment, you shall neither seek nor accept to be employed, engaged, hired by or in any manner whatsoever, render services to any third party either in India or abroad whether on deputation or otherwise. This obligation shall be binding on you whether the said third party is engaged in similar business as the Company or otherwise.

1.3 Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed void initio And liable for termination without notice.

1.4 In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

2. COMPENSATION:

2.1. As detailed in Annexure I.

3. TERMINATION: 3.1. At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company or if you do not return equipment that has been assigned to you, the same may be adjusted against any monies due to you by the Company on account of salary, bonus or any other payment owed to you under the terms of your employment. If at any time during the course of this Contract, you engage in any act that is illegal or in violation of the Rules / Policies of the Client, you will be terminated without notice.

4. DISCRETION: 4.1. During the period of this Contract, your services could be deputed at the sole discretion of the Company to any of the company's clients to do work pertaining to or incidental to such Client's business. Such deputation will be communicated to you by way of a letter from the Company, and this will be effective from the date mentioned in such letter.

5. DEPUTATION: 5.1. During the tenure of the deputation, you will continue to be an employee of the Company and your compensation and applicable allowances shall be payable only by the Company. In this regard, you shall not be entitled to receive any payments, either as fees, expenses, reimbursement or such other allowance, directly from the Client to whose site you may be deputed.

6. RULES/POLICIES OF THE CLIENT:

6.1. In the day-to-day functioning or carrying out your responsibilities and duties, and will undertake to abide by any suggestions, etc. given by any assigned person(s).

6.2. You shall also abide by any training that may be offered to you by the Client

6.3. Your work schedule would be as per the business Requirements.

ATTESTED

PRINCIPAL

Core Integra Consulting Services Pvt. Ltd.

"01st Floor, Vinmar House, Plot no : A/41, Road No:- 02, MIDC, Opp. Market Bldg. Depot, Andheri-East

Mumbai-400093 Tel: 91-22-29261501 www.coreintegra.com

Godavari Institute of Engineering & Tech.(A)
Phase 16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



Transforming Opportunities to Integral Solutions

7. NON - DISCLOSURE: 7.1. You shall take care not to disclose or divulge confidential information/trade secrets, etc. belonging either to the Company or to the Client, that you may come across in the course of your responsibilities either to the Company and/or to the Client or to anyone outside the Client's organization and you shall use such confidential Information only in connection with the services provided by you to such Client.

7.2. Further, you shall not utilize any Confidential Information acquired in consequence of your employment for you benefit or for the benefit of any third party other than the Company or its Client who has disclosed such Confidential Information or for whom you have created the Confidential Information.

8. ASSIGNMENT OF INTELLECTUAL PROPERTY RIGHTS: 8.1. You are employed by the company on the express understanding that all services provided by you whether at the Company site(s) or on deputation, are being done on behalf of the company or its clients. Consequently, any and all intellectual property rights (including but no limited to patents, copyrights, trademarks, etc.) arising therein shall be owned exclusively by the Company or its clients to whom you may be providing the services on deputation. In this regard, it shall be deemed that you have provided your consent for the assignment of any and all intellectual property rights developed either solely by you or jointly with the Company or its clients exclusively and solely either in favor of the Company or its clients and you shall do all such acts as may be necessary to ensure that the ownership of all such intellectual property rights vests solely with the company or its clients, as the case may be.

9. LIABILITY: 9.1. You shall at no point of time make any claim or assert any right to employment, damage, loss or compensation of any sort whatsoever against the Client. This arrangement of deputation is purely a contractual agreement between the Company and the Client for the time specified.

9.2. Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in this regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

9.3. You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit, against you.

10. INDEMNITY: 10.1 You shall indemnify and hold harmless the Client, its subsidiaries, affiliates, third-parties and their respective officers, directors, agents and employees from any claim or demand, or actions including reasonable attorneys' fees, made by any third party or penalty imposed due to or arising out of your breach of this Contract, or the documents they incorporate by reference, or your violation of any law, rules or regulations or the rights of a third party.

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

All other terms and conditions of your employment remain unchanged.

We want you to understand that this is a rapidly growing company. It is a challenging environment that will require a lot of time and effort on your part. The Company is an evolving organization that can provide opportunities to individuals with talent that are committed to reaching our corporate goals. The Company provides a work environment that inspires creativity, outstanding client service, attention to detail and personal advancement. This is the kind of work environment that brings the best out in our employees and in turn brings the best in our Clients. We welcome your experience and skills to our term and expect your effort and talent to be a part of our growth and success.

ATTESTED

PRINCIPAL

Core Integra Consulting Services Pvt Ltd

"01st Floor, Vinmar House, Plot no : A/41, Road No:- 02, MIDC, Opp. Marol Bus Depot, Andheri East, Mumbai-400093
Mumbai-400093 Tel: 91-22-29261501 www.coreintegra.com

Godavari Institute of Engineering & Tech. (A)
W-15, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



Transforming Opportunities to Integral Solutions

CLIENT ASSETS POLICY

Asset Usage & Security

All assets acquired for or on behalf of the company shall be deemed Client property. Each employee issued with an asset is responsible for the security of that asset & related accessories, regardless of whether the asset is used in the office, at the employee's place of residence, or in any other location such as a hotel, conference room, car or airport etc. The Coreintegra may recover costs from the employee towards loss, damage or non-return of the asset.

Reporting loss/damage of asset

In the event of loss of asset, the employee will be required to lodge an FIR with the concerned police station.

Asset loss or damage should also be immediately reported to the IT and Administration departments for further formalities.

Installation of unauthorized/ illegal software.

Employees are prohibited from installing unauthorized/ illegal software on Client provided assets. It's also recommended that use of the asset for personal requirements be kept to a minimum.

Policy ownership and implementation

The policy will be owned by HR/IT who will be responsible for making suitable amendments, if any, from time to time. The IT department will be responsible for the implementation of the policy

Termination of services

The employee will be required to return the asset to the IT Department on termination of services with the Company in good working condition. In the event of an employee absconding or any other unauthorized absenteeism, post availing the facility, the same will be deemed as offence and the Company will initiate legal action against such employee.

ATTESTED

PRINCIPAL

**Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City**

Core Integra Consulting Services

"01st Floor, Vinmar House, Plot no : A/41, Road No:- 02, MIDC, Opp. Marol Bus Depot, Andheri-East,

Mumbai-400093 Tel: 91-22-29261501 www.coreintegra.com



Transforming Opportunities to Integral Solutions

Annexure I	
Name :	Dileep
Designation :	District Coordinator
Joining Date :	24-06-2020
Salary Head	Amount Per Month
Earnings	
Monthly Component	
Basic	9600
HRA	937
Transport Allowance	0
Bonus	800
OTHER ALLOWANCE	0
Location Allowance	0
Gross Salary (A)	11337
Deductions	
PF (Employee contribution)	1152
ESIC	85
Professional Tax	0
Income Tax	As Applicable
Gross Deductions (B)	1237
Net Take Home Pay (A - B)	10100
Company Contributions	
PF (Company contribution)	1152
Gratuity	0
ESIC	368
Admin @1%	96
Total (C)	1616
Cost To Company - CTC (A + C)	12953

Income Tax:- Will be Deducted As per income tax rule

For Core Integra Consulting Services Pvt. Ltd

I agree and accept the above terms

Authorized Signatory

Signature of the Employee

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Knowledge City

RAJAHMUNDRI-533 296

Core Integra Consulting Services Pvt Ltd

"01st Floor, Vinmar House, Plot no : A/41, Road No:- 02, MIDC, Opp. Marol Bus Depot, Andheri-East,

Mumbai-400093 Tel: 91-22-29261501 www.coreintegra.com

To,
Mr. Chundru Dileep
S/o Srinivasa Rao
HNO : 1-181,
LandMark : Banda Pattabi Street,
City/Village : Velpur,
Mandal : Tanuku,
District : West godavari-534222.

Date: 14.12.2020,

Sub : Letter for Training

We extend to you our warmest welcome to our family of Divi's Laboratories Limited.

With reference to your application and discussions had with you , we are pleased to offer you a one-year training in Maintenance Department, at Unit-1, situated at Lingoigudem Village , Choutuppal Mandal , Yadadri Bhuvanagiri District on the on the following terms and conditions.

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.16000/- per month during your training period.
2. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period . Your training will be terminated , if you are not found medically fit.
3. Training is given at any one of the departments, branches & manufacturing units of the organization, depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts as well.
4. You shall be liable to be transferred/posted to any location, department & unit of the organization, depending on the requirement for training. Upon such transfer, you will automatically be governed by the service conditions, rules, regulations and other terms as applicable at such new place.
5. If you intend to discontinue your training during the training period, you have to give three months prior notice in writing or return three months stipend in lieu thereof, which may be modified from time to time and the same will be notified.
6. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.
7. You are entitled to seven casual and five sick leaves during your training period . You will also be covered under ESI act, 1948.
8. This offer of training is based on the information furnished in your application . If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu thereof.

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Knowledge City

RAJAHMUNDY-533 296

.....49145.....

9. You are required at all times to maintain the highest order of discipline and secrecy as regards the training of the organization. Any of technical / personal information, which might come into your possession during continuance of your training in the organization, shall not be disclosed, divulged or made public by you even thereafter.
10. You shall adhere to Organization's policies, procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.
11. You shall forthwith intimate any change in your residential address as and when any change takes place.
12. Your training is liable for termination at any time without notice or enquiry, if you are found indulging in any misconduct.
13. Your progress in training is reviewed from time to time and if found unsatisfactory, your training will be terminated without notice.
14. You are required to submit the following at the time of joining
 - a. For verification purpose, we need your original certificates of S.S.C, Inter, & B.Tech and photo copies of the same.
 - b. Four passport size color photographs.
 - c. Four copies of post card size black & white group photo of yours along with your dependent parents, and your spouse & children if married.
 - d. Photo copies of Aadhaar & PAN cards of yours along with your father, mother, spouse and children, if Married.
 - e. Photo copy of SBI savings bank account passbook.

In case the terms and conditions of training stated above are acceptable to you, please sign this letter in token of you having understood and having accepted the same and shall submit before you join for training.

You shall join training in our organization on or before 28.12.2020. If you do not join the training before the stipulated date, this offer of training shall be deemed cancelled.

We take this opportunity to welcome you to the organization and wish you good luck.

Yours sincerely,

For DIVI 'S LABORATORIES LTD

K.SUBBA RAO
GENERAL MANAGER (P&A)

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAMUNDRY-533 296

ACCEPTANCE

I understand the contents of offer of training and I hereby accept the terms and conditions mentioned there in.

Signature: _____

Date: _____

Road Map : Hyderabad to Choutuppal - Bus available. Choutuppal to Lingo jigudem - Autos available.

 :08694-257001

To,
Mr. Koppuravuri Yaswanth Kumar
S/o Purna Chandra Rao
HNO :26/204,Vinayaka Bazar,
LandMark : Back side of asha delux,
Post : Vinukonda,
Mandal : Vinukonda,
District : Guntur-522647.

Date:09.11.2020,

Sub : Letter for Training

We extend to you our warmest welcome to our family of Divi's Laboratories Limited.

With reference to your application and discussions had with you , we are pleased to offer you a one-year training in Production Department, at Unit-1, situated at Lingo jigudem Village , Choutuppal Mandal , Yadadri Bhuvanagiri District on the on the following terms and conditions.

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.16000/- per month during your training period.
2. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period . Your training will be terminated , if you are not found medically fit.
3. Training is given at any one of the departments, branches & manufacturing units of the organization, depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts as well.
4. You shall be liable to be transferred/posted to any location,department & unit of the organization, depending on the requirement for training. Upon such transfer, you will automatically be governed by the service conditions, rules,regulations and other terms as applicable at such new place.
5. If you intend to discontinue your training during the training period, you have to give three months prior notice in writing or return three months stipend in lieu thereof, which may be modified from time to time and the same will be notified.
6. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.
7. You are entitled to seven casual and five sick leaves during your training period . You will also be covered under ESI act,1948.
8. This offer of training is based on the information furnished in your application . If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu thereof.

ATTESTED

PRINCIPAL

.....40853
Goswami Institute of Engineering & Tech (A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

9. You are required at all times to maintain the highest order of discipline and secrecy as regards the training of the organization. Any of technical / personal information, which might come into your possession during continuance of your training in the organization, shall not be disclosed, divulged or made public by you even thereafter.
10. You shall adhere to Organization's policies, procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.
11. You shall forthwith intimate any change in your residential address as and when any change takes place.
12. Your training is liable for termination at any time without notice or enquiry, if you are found indulging in any misconduct.
13. Your progress in training is reviewed from time to time and if found unsatisfactory, your training will be terminated without notice.
14. You are required to submit the following at the time of joining
 - a. For verification purpose, we need your original certificates of S.S.C, Inter, & B.Tech and photo copies of the same.
 - b. Four passport size color photographs.
 - c. Four copies of post card size black & white group photo of yours along with your dependent parents, and your spouse & children if married.
 - d. Photo copies of Aadhaar & PAN cards of yours along with your father, mother, spouse and children, if Married.
 - e. Photo copy of SBI savings bank account passbook.

In case the terms and conditions of training stated above are acceptable to you, please sign this letter in token of you having understood and having accepted the same and shall submit before you join for training.

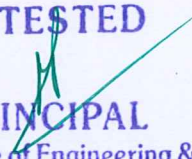
You shall join training in our organization on or before 23.11.2020. If you do not join the training before the stipulated date, this offer of training shall be deemed cancelled.

We take this opportunity to welcome you to the organization and wish you good luck.

Yours sincerely,

For DIVI'S LABORATORIES LTD

K.SUBBA RAO
GENERAL MANAGER (P&A)

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

ACCEPTANCE

I understand the contents of offer of training and I hereby accept the terms and conditions mentioned there in.

Signature: _____

Date: _____

Road Map : Hyderabad to Choutuppal - Bus available. Choutuppal to Lingojigudem - Autos available.

 :08694-257001

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA

Tel: +91-40-44336700 Fax: +91-40-44336800

E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP2317/2020-21

Date: 05/01/2021

Mr Pedakamsetty Jaiganesh

H. No.3-65/1, Sunduruvari Veedhi,

Jaggayapeta, Krishna(District), AP- 521175

Mobile No: 7799661279

Email Id: ganeshjai403@gmail.com

Dear Mr Pedakamsetty Jaiganesh

**Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical**

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at TPT NHAI Vijayawada Bypass - 3192, to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 07/01/2021.
2. **Duration:** The duration of the training is for a period of one year from the date of your joining.
 - 2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
 - 2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.
3. **Emoluments:** Your annual remuneration will be **Rs.2,43,600/- (Rupees Two Lakh Forty Three Thousand and Six Hundred Only) on Cost to Company basis** (Refer annexure enclosed).
4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.
5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

ATTESTED

PRINCIPAL

**Sodavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296**



Page 1 of 3



6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.
7. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation
8. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.
9. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.
10. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.
11. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.
12. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

ATTESTED**PRINCIPAL**

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

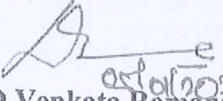


Page 2 of 3

13. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.
- 13.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.
- 13.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.
- 13.3. You are deemed to be in the services of the Company, during the notice period.
- 13.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.
14. **General:**
- 14.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.
- 14.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.
- 14.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With Best Wishes

For Megha Engineering & Infrastructures Ltd.


D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

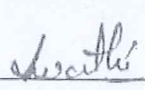
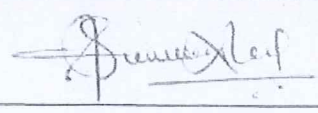
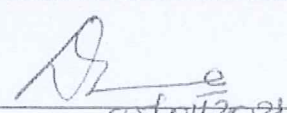
ATTESTED

PRINCIPAL

Jodavari Institute of Engineering & Tech.(A)
NH-15, Chaitanya Knowledge City
RAJAHMUNDY-533 296

Signature of the Candidate

Cost to Company

Employee Name	Mr. Pedakamsetty Jaiganesh	Sector	Roads
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	TPT NHAI Vijayawada Bypass - 3192		
DOJ	07/01/2021	Effective Date	07/01/2021
Salary Components		Monthly	Yearly
Basic Pay		11,190	1,34,280
House Rent Allowance		7,460	89,520
Sub Total (A)		18,650	2,23,800
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		20,300	2,43,600
▶ Medical Insurance for employee plus 5 dependents (which can be Spouse, Children and Parents). Employee - Employer equal share.			
▶ Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.			
▶ Employees posted at sites are eligible for Family accommodation as per policy.			
▶ Free bachelor accommodation for employees posted as sites.			
▶ Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.			
▶ Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules			
▶ Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.			
▶ Group Term Life Insurance : As per policy			
▶ TDS as per IT Act.			
▶ Gratuity: As per Gratuity Act			
▶ EPF: As per EPF & MP Act			
▶ ESI: As per ESI Act			
▶ Bonus: As per Bonus Act			
			
Prepared by	Verified by	Approved by	

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Date: 28.12.2020

Dear **Mr. Subhasish Modak**

Appointment Letter

We are pleased to appoint you in our organization as a **Engineer - Operations** subject to the following terms and conditions:

- 1) Your employment will commence from 11th January, 2021 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed 11th January, 2021 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
- 2) You hereby agree to be liable for the following terms and conditions:-
 - a. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - b. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - c. Not engage in any conduct which is detrimental to the interest of the Client or Knoc Door Services HR India Pvt Ltd.
 - d. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by Knoc Door Services HR India Pvt. Ltd.
 - e. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of Knoc Door Services HR India Pvt. Lt
 - f. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - g. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - h. Comply with the safety, health and other rules and regulations of Knoc Door Services HR India Pvt. Ltd and the Knoc Door Services HR India Pvt. Ltd Client that you have been made aware of.

ATTESTED

PRINCIPAL

Jodavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

- i. During the course of your contract, you can be transferred to a location within the territory of India as and when required by Knoc Door Services HR India Pvt. Ltd for executing the services provided herein.
- 3) Should you be selected to perform the Work Assignment, the nature of your relationship with Knoc Door Services HR India Pvt. Ltd will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with Knoc Door Services HR India Pvt. Ltd nor do you become an employee of Knoc Door Services HR India Pvt. Ltd. Upon expiry or termination of the Work Assignment, your employment with Knoc Door Services HR India Pvt. Ltd shall stand terminated forthwith.
- 4) Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
- 5) Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and Knoc Door Services HR India Pvt. Ltd shall promptly settle all your dues after making the applicable deductions.
- 6) You agree to defend, indemnify and hold Knoc Door Services HR India Pvt. Ltd or the Client 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 work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
- 7) Any dispute between you and Knoc Door Services HR India Pvt. Ltd shall be referred to a sole arbitrator appointed by Knoc Door Services HR India Pvt. Ltd. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996. This Engagement Letter shall be governed by the laws of India.
- 8) Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize Knoc Door Services HR India Pvt. Ltd to make all salary payments required to be made to you by Knoc Door Services HR India Pvt. Ltd including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.
- 9) The salary payout will be made latest by 7th of the following month.
- 10) You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution.
- 11) In addition to the terms contained herein, your relationship with Knoc Door Services HR India Pvt. Ltd may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by Knoc Door Services HR India Pvt. Ltd

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech. (A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

- 12) You will be offered food allowance, Accommodations and Travel allowance as per the Company's policy.

We at Knoc Door Services HR India Pvt. Ltd would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of this Appointment Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to Knoc Door Services HR India Pvt. Ltd address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at Knoc Door Services HR India Pvt. Ltd with the acceptance of your first salary from Knoc Door Services HR India Pvt. Ltd will be conclusive proof of your acceptance in accordance of terms and conditions.

Knoc Door Services HR India Pvt. Ltd neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of Knoc Door Services HR India Pvt. Ltd kindly bring the same to the immediate notice of your superiors or report the same to Knoc Door Services HR India Pvt. Ltd through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For Knoc Door Services HR India Pvt. Ltd

**TEJAS
MANGESH
KULKARNI**

Digitally signed by
TEJAS MANGESH
KULKARNI
Date: 2020.12.28
15:42:19 +05'30'

(Authorized Signatory)

Accepted and Agreed

Signature & Date:

Name :

ATTESTED

PRINCIPAL

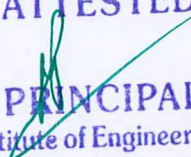
**Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296**

Salary Annexure

Mr. Subhasish Modak

EARNINGS	AMOUNTS
Basic & DA	15,050
Other Allowance	2,588
Gross Salary	17,638
Employee Deduction	
Employee PF	1,806
ESIC	132
Professional Tax	200
Net Salary	15,500
Employer Addition	
PF	1,957
ESIC	573
CTC	20,168

* Income tax deductions, if applicable, will be as per the Income Tax Act, 1961.

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech. (G)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Date: 25 Nov 2020

Ref: RIL/62556090/13910387/251120/1417

Dear Anilchandra Kota,

Letter of Appointment

With reference to written tests / interview you had with Reliance Group of Companies, we are delighted to appoint you in the position "Engineer Trainee KG KKD" in Group, based upon following terms and conditions.

Documentation

This appointment letter consists of the below mentioned attachments:

- A compensation term sheet
- Components of Compensation
- Terms and conditions
- Other applicable paperwork based upon your specific needs

You are required to read these before you commence your employment

01. Place of Posting

Your initial place of posting will be at the place of your training. During your training period, you may be posted / transferred / to any of the offices / projects / divisions / departments / units of the company existing or to be set up at any location in India or abroad without any additional remuneration. Your services are also liable to be transferred to any of the group companies.

You will report to training on or before **01-Dec-20** failing which your engagement shall automatically stand withdrawn and cancelled.

02. Mandatory Criteria:

- i. Score eligibility:
Your appointment is subject to your securing minimum CGPA of 6.0 / 60% & above marks over 8 semesters, wherever applicable.
- ii. Pre-employment Medical Check:
Pre-employment Medical Check clearance from RIL certified doctor. System generated information will be received for initiating the same on acceptance of this appointment letter.

03. Confirmation:

You will be under training for a period of from the date of joining the Company. During training you will be undergoing various assessments at the end of which there will be a final assessment. Your confirmation depends on successful completion of this final assessment. In case of unsuccessful assessment there will be no extension given and termination process will be initiated.

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

(This letter is computer generated and does not necessarily require a signature)

Date: 25 Nov 2020

Page 1 of 3



We would also like to draw your particular attention to our Values and Behaviours. We have six values that express our shared understanding of what we believe, how we aim to behave and what we aspire to be as an organisation. Our values are about delivering customer value, having an ownership mind-set, showing respect and integrity, pursuing excellence and being one team.

Next Steps

This is system generated appointment letter based on the offer letter received. Please confirm your acceptance of this appointment letter by clicking 'Accept' button online. This letter of appointment shall automatically stand withdrawn in case we do not receive your acknowledgement online within ten days from receipt of this letter.

This appointment is confidential and you must not discuss this or disclose any documentation related to it with anyone other than your immediate family. Any disclosure of the details of this offer to a third party other than your immediate family may result in withdrawal of the offer.

We look forward to your joining our team for a long, successful and pleasant association.

Sincerely yours,
Reliance Industries Ltd.

Authorized Signatory

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

(This letter is computer generated and does not necessarily require a signature)

Date: 25 Nov 2020

Page 2 of 3

Reliance Corporate Park Thane - Belapur Road, Ghansoli, Navi Mumbai - 400 701, India.
Phone : +91-22-4477 0000 Fax : +91-22-4471 0111

Register Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Mumbai - 400 021, India. CIN - L17110MH1973PLC019786

ANNEXURE A

1.1 Annual Compensation Summary

ANNEXURE 1.1 - A		
Name: Anilchandra Kota		
Compensation Breakup	Monthly (INR)	Annual (INR)
Basic Pay	12,223	1,46,674
House Rent Allowance	7,500	90,000
Residual Choice Pay	0	0
Insurance		
Group Personal Accident Insurance Premium (GPAI)	57	679
Group Term Life Insurance Premium (GTLI)	307	3,688
Medical Insurance Premium* (Self, Spouse, 3 Dependent Children & Dependent Parents)	2,859	34,303
SUB TOTAL - I	22,945	2,75,344
Employer's Contribution to Provident Fund: PF (12% of Basic Pay)	1,467	17,601
Gratuity (4.81% of Basic Pay)	588	7,055
SUB TOTAL - II	2,055	24,656
TOTAL- FIXED PAY [I + II]	25,000	3,00,000

Residual Choice Pay can be distributed among the following Tax Friendly elements - HRA, LTA, Conveyance Allowance, Office Wear Allowance, Children Education Allowance, Food & Beverage Coupons, Gift Vouchers and Fuel & maintenance Expenses. Remaining amount will be paid as "Residual Choice Pay", as applicable.

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

1.2 Tax Status of compensation elements

Below table shows all of the Total Pay components and their taxability status.

S.No.	Total Pay Components	Taxability Status (as per prevailing norms)
I	Base Salary	
a.	Basic Salary	Taxable
b.	Provident Fund Contribution (PF)	Please refer Annexure B
c.	Gratuity	Please refer Annexure B
II	Choice Pay	
a.	Medical Reimbursement	Taxable
b.	Food Coupon	Tax exempt subject to conditions
c.	Gift Coupon	Tax exempt subject to conditions
d.	Leave Travel Allowance (LTA)	Tax exempt subject to conditions
e.	Office Wear Allowance (OWA)	Tax exempt subject to conditions (only applicable to locations having a 'Uniform Policy')
f.	Children's Education Allowance (CEA)	Tax exempt subject to conditions
g.	Children's Hostel Allowance (CHA)	Tax exempt subject to conditions
h.	Residual Choice Pay (RCP)	Taxable
i.	Vehicle	
1.	Company Lease Vehicle Scheme	Tax exempt (up to the value of EMI)
2.	Fuel and Vehicle Maintenance Reimbursement	Tax exempt (Taxable Perquisite Notional Value)
3.	Conveyance Allowance	Taxable
j.	Housing	
1.	House Rent Allowance (HRA)	Tax exempt subject to conditions
2.	Company Accommodation (where it is provided)	Taxable Perquisite
k.	Insurance	
1.	Group Personal Accident Insurance Premium (GPA)	Tax exempt
2.	Group Term Life Insurance Premium (GTLI)	Tax exempt
3.	Medical Insurance Premium	Tax exempt
III	Annual Cash Bonus (ACB) / Performance Linked Incentive (PLI)	Taxable, if Applicable

Date: 25 Nov 2020

Reliance Corporate Park Thane - Belapur Road, Ghansoli, Navi Mumbai - 400 701, India.
Phone : +91-22-4477 0000 Fax : +91-22-4471 0111

Register Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Mumbai - 400 021, India. CIN - L17110MH1973PLC019786

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech. (A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRI-533 296

Page 4 of 19



Please Note:-

- The income tax calculation is provisional and is based on the current income tax rules (**Rules**). Any change in the Rules may impact the income tax projections.
- You shall bear and pay the tax liabilities, if any, applicable in relation to all the perquisites or benefits provided to you in accordance with the provisions of this Agreement. Please note that all the details set out above are indicative and subject to change with change in Indian tax policies and rules.
- Employee shall be solely responsible for the payment of any and all taxes on salary / income, employee benefits and personal income. You are advised to get updated information in relation to the income tax calculation on your salary from independent external advisors
- Fixed Pay elements like fuel and maintenance reimbursement, office wear allowance, medical reimbursement, LTA will be reimbursed at actuals based on the bills submitted and in case the reimbursement amount falls short of the amount chosen, the balance will be paid as taxable allowance.

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

Date: 25 Nov 2020

Page 5 of 19

Reliance Corporate Park Thane - Belapur Road, Ghansoli, Navi Mumbai - 400 701, India.
Phone : +91-22-4477 0000 Fax : +91-22-4471 0111

Register Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Mumbai - 400 021, India. CIN - L17110MH1973PLC019786

Annexure B

Components of Total Pay

The Company follows a Total Pay structure that reflects the total cost of an employee to the Company this includes all direct and indirect payments including all benefits, perquisites, subsidies, and Annual Cash Bonus (ACB). This structure is being followed so as to provide flexibility to the employees in structuring their compensation package. The components within each category of payments are discretionary and these components may be changed by the Company from time to time without notice.

The main components under the Total Pay structure are as follows:

I. Components of Compensation

1. Base Salary: This is first part of the total pay, which may include Basic Salary, PF and Gratuity

a. Basic Salary: This is the base pay component of the fixed pay and is the reference salary for provident fund and gratuity contribution.

b. Provident Fund (PF):

The contributions payable by the Employer under the scheme shall be at the rate specified under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (**PF Act**). The current rate of contribution is 12% of PF Salary. Employee also contributes an equal amount from his/her monthly salary, as per PF Act. Both of these are remitted on a monthly basis to the Company's PF Trust / RPFC.

Out of the Employer's contribution, a portion (presently 8.33% of PF Salary subject to a maximum of INR 1250) is deposited into the Employees' Pension Scheme. The part of the company's contribution deposited under Employees' Pension Scheme to RPFC is to provide employees with pension on retirement or after completion of a specified period of service. TDS recovery from PF settlement will be as per the relevant provision of the Income Tax Act, 1961.

Benefits associated with Employees' Provident Fund and Employees' Pension Scheme will be as per the prevailing rules and regulations outlined in the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. Employees are advised to refer to EPFO site (<http://www.epfindia.com/>) for detailed rules, procedures and any other updates.

Please note that the contribution amounts, limits, withdrawals and other rules applicable to the PF and pension are subject to applicable Indian laws in force from time to time. Employee is bound to adhere to all changes in the applicable law. Any implications on contribution, accumulation and withdrawal conditions outlined in the Employees' Provident Fund and Employees' Pension Scheme is to be borne by the employee. To understand implications associated with any such change in relevant laws or the Employees' Provident Fund and Employees' Pension Scheme, employees are recommended to solicit independent external advice.

c. Gratuity

Employer's contribution to the Company's Gratuity Fund will be as specified under 'The Payment of Gratuity Act, 1972'. Currently, the Employer's contribution to the Company's Gratuity fund is @ 4.81% of Basic Salary. Gratuity shall be payable to an employee on completion / end of his /her employment with the Company provided he/she has rendered continuous service for a minimum period of 4 years and 240 days. However, eligibility for contribution to the Gratuity Trust / Fund commences from the first day of employment and in the event of separation prior to such 4 years and 240 days, the same will be paid as ex-gratia, except in case of separation due to disciplinary grounds.

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech. (A)

NH-16, Chaitanya Knowledge City

RAJAHMUNDRY-534296

Date: 25 Nov 2020

Reliance Corporate Park Thane - Belapur Road, Chansoli, Navi Mumbai - 400 701, India.
Phone : +91-22-44724000, Helpline : 234425111

Page 6 of 19



Gratuity is calculated as follows:

(Last Drawn Salary / 26 Days) x 15 days x Number of completed years of service (In the case of death, the minimum service requirement does not apply)

For every completed year of service or part thereof in excess of 6 months, the employer will pay the employee gratuity at the rate of 15 days wages based on the rate of wages last drawn by such employee. Income Tax on the gratuity payment will be applicable as per Income Tax Rules. In the event an employee fails to complete 4 years and 240 days of continuous service, ex-gratia will be paid up to the amount of gratuity accumulated and will be subject to prevailing Income Tax Rules.

Maximum Amount of Gratuity which will be exempt from Income Tax will be as per 'The Payment of Gratuity Act, 1972'.

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech. (A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRI-533 296

Date: 25 Nov 2020

Page 7 of 19

Reliance Corporate Park Thane - Belapur Road, Ghansoli, Navi Mumbai - 400 701, India.
Phone : +91-22-4477 0000 Fax : +91-22-4471 0111

Register Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Mumbai - 400 021, India. CIN - L17110MH1973PLC019786

2. Choice Pay :

This is second part of the total pay. Subject to eligibility and availability of amount mentioned under various components in Annexure A, an employee may opt for all the allowances or combination of them

a. Medical Reimbursement

Employee may opt for medical reimbursement for expenses incurred by the employee to meet health related expenditure, such as medicines, doctor's fees etc. of the employee and his/her family members. Medical expenses up to a maximum of INR 15,000 per annum will be reimbursed at actuals against production of bills.

This component is taxable.

b. Food Coupons

Employee may opt for Sodexo / Accor Pass Meal Vouchers. These are food coupons that can be exchanged for food and beverages at all approved affiliated establishments across India.

However, once purchased, these coupons cannot be redeemed for cash.

c. Gift Coupons

Employee may opt for gift coupons. Company provides Sodexo / Accor Pass Gift Vouchers that can be used to buy daily necessities at over 6000 affiliated establishments across India.

However, once purchased, these coupons cannot be redeemed for cash.

Up to INR 5,000 per annum is tax exempt.

d. Leave Travel Allowance (LTA)

Employee may opt for LTA. It refers to reimbursement by Company of actual expenses incurred only on travel by employee along with their dependents to any place within India. Expenses such as hotel accommodation, sightseeing, food etc. are not eligible to be reimbursed as LTA or for tax exemption. The following qualifying criteria are to be met for claiming LTA:

1. Employee must necessarily take 5 days of continuous Privilege Leave.
2. The family for this purpose includes spouse, unmarried dependent children (maximum of two only), parents and dependent brothers and sisters.
3. No advance is given towards LTA. It must be claimed as a reimbursement against actual bills and travel documents.

Entitlement: Employee has to decide on the quantum of LTA (could be up to 2 months' basic salary) that employee wishes to avail as part of employee's choice pay component. This choice has to be made by employee initially at the time of joining and thereafter at the beginning of each financial year. A mid-year change in the quantum of LTA is not permissible.

As per current Income Tax rules, tax exemption for LTA is allowed twice in a block of 4 calendar years. Tax authorities have defined the current 4 year block as being from 1 January 2018 - 31 December 2021.

The quantum of exemption is subject to following maximum limits depending on the mode of transport used or available:-

1. Journey by air: Economy class air fare of national carrier by shortest route or the actual amount spent, whichever is lesser
2. Journey by rail: AC first class fare by shortest route or the actual amount spent, whichever is lesser
3. Place of origin and place of destination connected by rail but journey performed by other mode of transport: AC first class fare by shortest route or the actual amount spent, whichever is lesser
4. Place of origin and place of destination not connected by rail (partially or fully) and not connected by other recognized public transport system: AC first class fare by the shortest route or the actual amount spent, whichever is lesser

Date: 25 Nov 2020

Page 8 of 19

Reliance Corporate Park Thane - Belapur Road, Ghansoli, Navi Mumbai - 400 701, India.
Phone : +91-22-4477 0000 Fax : +91-22-4471 0111

Register Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Mumbai - 400 011, India. CIN: L27110MH1973PLC019786

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

e. Office Wear Allowance (OWA)

Only employees' working at locations where a 'Uniform Policy' is in place may opt for OWA.

OWA is an allowance provided to employees to meet expenditures incurred by him/her towards purchase of uniform to be worn at the workplace.

OWA is tax exempt subject to the following limits:-

- a. For all Grade: INR 24,000

f. Children's Education Allowance (CEA)

Employee may opt for CEA to meet education expenses of their children.

INR 100 per month per child subject to a maximum of two children is tax exempt

g. Children's Hostel Allowance (CHA)

Employee may opt for CHA to meet hostel expenses of their children.

INR 300 per month per child subject to a maximum of two children, is tax exempt

h. Residual Choice Pay (RCP)

The balance un-utilized amount is paid under the salary head as "Residual Choice Pay" and is subject to tax.

Please note that you are required to make a declaration within 7 days of joining the Company and at the beginning of each financial year and thereafter from time to time within the timelines notified by the company, regarding the amounts to be claimed under each expense mentioned above. You are required to submit all bills and other supporting documents on or by 15th January for each financial year

i. Vehicle

1. Company Leased Vehicle Scheme (CLV)

As part of the compensation structure the company offers an option of availing a vehicle under the prevailing company vehicle policy, subject to eligibility. The major features of the scheme are as follows:

Parameter	Four Wheeler
Scheme Details	Company Leased Vehicle (CLV)
EMI Calculation Base	Vehicle Invoice Value (Final on-road price, excluding taxes)
EMI Limit	Grade 'H' and above - upto 100% of Residual Choice Pay Grade 'I' and below - upto 50% of Residual Choice Pay
Interest rate	11.5 % per annum on monthly reducing balance basis
Vehicle Cost Limit	NA
Tenure	2 to 4 Years (Upto 48 Instalments)
Insurance Coverage Options	1.Comprehensive 2.Bumper to Bumper (Zero depreciation)

Mandatory debits towards Vehicle Insurance would be applicable to those opting this scheme.

The company vehicle policy provides more details regarding the vehicle scheme.

Date: 25 Nov 2020

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Technology
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

2. Fuel and Vehicle Maintenance Reimbursements

All employees covered by the Company Vehicle Scheme are eligible for fuel and vehicle maintenance reimbursements. Employees using self-owned vehicles are also eligible for such reimbursement.

The limits for Fuel & Vehicle Maintenance for Own Vehicles and Vehicles under Company Vehicle Scheme are as under:

Level	4 Wheeler	2 Wheeler
All Grades	INR 1,80,000 p.a.	INR 36,000 p.a.

In case an employee is using a self-owned vehicle, he/she needs to maintain a vehicle usage log in the system (ESS). Tax exemption will be available upto the limits set out above, subject to submission of supporting documents.

3. Conveyance Allowance

To be opted by an employee to meet the expenditure incurred for the purpose of commuting between place of his/her residence and place of his/her duty. However, this option may be availed only if the employee is not opting for fuel and maintenance reimbursement.

This component is taxable.

j. Housing

1. House Rent Allowance (HRA)

House Rent Allowance is paid in respect of expenses incurred on rented accommodation.

As per Section 10(13A) and Rule 2A of the Income Tax Act and Rules respectively, the lesser of the following is exempt from tax-

1. An amount equal to 50% of the salary, where the residential house is situated at Mumbai, Kolkata, Delhi or Chennai and an amount equal to 40% of salary where the residential house is situated at any other place;
2. House rent allowance received by the employee in respect of the period during which the rental accommodation is occupied by the employee during the previous year
3. The excess of rent paid over 10% of salary

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech./A/
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

2. Company provided Accommodation

In case the employee is opting for an accommodation provided by the company, the basis of valuation will be as under-

Population of City as per 2001 census where Accommodation is provided	Where the Accommodation is owned by the Employer	Where the Accommodation is taken on lease or rent by the Employer
Exceeding 25 lakhs	15% of Salary in respect of the period during which the accommodation is occupied by the Employee	1. 15% of Salary; or 2. Lease rent (paid or payable) by the Employer, whichever is less
Exceeding 10 lakhs but not exceeding 25 lakhs	10% of the Salary in respect of period during which the accommodation is occupied by the Employee	
Any other	7.5% of the Salary in respect of period during which the accommodation is occupied by the Employee	

k. Insurance

i. Group Personal Accident Insurance (GPA)

All Employees are mandatorily covered under the Group Personal Accident Insurance scheme.

The sum insured is INR 25 lakhs and the corresponding debit towards premium is INR 679 per annum.

Benefit Clauses:

1. Death: 100% of sum insured
2. Permanent Total Disablement: 100% of sum insured as per insurance policy
3. Permanent Partial Disablement: varies from 1% to 75% of sum insured as per insurance policy
4. Temporary Total disablement: 1% of capital sum insured per week subject a maximum of INR 5000 per week for a period of 100 weeks.

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.^(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

ii. Group Term Life Insurance (GTLI)

All employees are mandatorily insured under Group Term Life Insurance. The insured amount and corresponding premium [mandatory debit] are as follows:

Fixed Pay (Base Pay + Choice Pay)	Sum Assured	Mandatory Debit (per annum)
Up to INR 24,99,975	INR 25 Lakhs	INR 3,688
From INR 24,99,975 to below INR 49,99,975	INR 50 Lakhs	INR 7,375
From INR 49,99,975 to below INR 74,99,975	INR 75 Lakhs	INR 11,063
INR 74,99,975 and above	INR 100 Lakhs	INR 14,750

Benefit Clause: -

Total sum assured is payable to the employee's nominee upon death of the employee. However, nothing is payable on survival.

iii. Medical Coverage

The Company endeavors to ensure that financial support is available to all employees to meet their medical needs and those of their dependent family members. All employees are mandatorily covered under this scheme. The coverage and mandatory debits in respect of the same are as follows-

Level	Family Definition	Benefits of Mandatory Coverage
B to F: Company's Management Medical Scheme	Self, Spouse, 3 dependent children (up to 25 years)	Floater Mediciam Policy of INR 5 Lakhs, Plus Additional floater Mediciam policy of Domiciliary reimbursement at actuals (as per INR 5 Lakhs the Management Medical Scheme)
	Dependent parents	Floater Mediciam coverage of INR 5 Lakhs irrespective of the number of members covered, Plus Additional floater Mediciam policy of INR 5 Lakhs
	1. Hospitalization room category up to Deluxe Single AC Room 2. Dental treatment reimbursement up to INR 15,000 per family p.a. (cosmetics not covered) 3. Full time Retainers shall be covered as per commitment / joining terms 4. For non-allopathy (e.g. Homeopathy, Ayurveda, Unani or other Medical practitioner) treatment, the medical practitioner should be registered as per the guidelines of Indian Medical Association	
G to Below: Group Mediciam Policy	Family of 7 members - Self, spouse, 3 dependent children (up to 25 years), 2 dependent parents	Floater Mediciam coverage of INR 5 Lakhs irrespective of the number of members covered, Plus Additional floater Mediciam policy of INR 5 Lakhs
	1. Hospital Room Category - Eligibility of up to Non- Deluxe Single AC Room 2. Sub limit of Maternity benefit (for first three children) up to INR 50,000 3. Sub limit for OPD basis treatment for Dental INR 1,500 (excluding the cost of dentures, bridges, crowns, scaling, filling, cleaning, polishing and cosmetic dentistry) 4. Sub limit for OPD basis treatment for Eye INR 500 (excluding cost of contact lens, spectacles and cosmetic treatments)	

Date: 25 Nov 2020

Page 12 of 19



Medical Insurance Debits:
F & Above grades

- INR 30,259 per annum per person for self and spouse (mandatory debit)
- INR 15,631 per annum per child (upto 25 years)
- INR 10,030 per annum for **Additional Medical floater** cover of INR 5 Lakhs for self, spouse and child covered under mandatory policy
- INR 24,273 per annum for dependent parents
- INR 10,030 per annum for **Additional Medical floater** cover of INR 5 Lakhs for parents.

G & Below grades : (Mandatory debit)

- INR 24,273 per annum per family unit of 7 members
- INR 10,030 per annum for **Additional Medical floater** cover of INR 5 Lakhs

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech. (A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

Date: 25 Nov 2020

Page 13 of 19

Reliance Corporate Park Thane - Belapur Road, Ghansoli, Navi Mumbai - 400 701, India.
Phone : +91-22-4477 0000 Fax : +91-22-4471 0111

Register Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Mumbai - 400 021, India. CIN - L17110MH1973PLC019786

Annexure C

Terms and Conditions

01. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:

Your appointment is subject to:

- i. Medical Fitness: Your being declared medically fit by a Medical Officer or by a Doctor specified by the Company .
- ii. Verification of Particulars: In case the particulars mentioned in your application or the representations or warranties or any other information provided by you are found to be false, inaccurate or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

02. REPRESENTATIONS AND WARRANTIES:

The Company's agreement to continue to employ you and the compensation and benefits payable to you are in consideration of the terms, covenants, and conditions stated in the offer of employment including this Annexure C, and you represent, warrant and covenant to the Company that:

- i. You are under no contractual or other restriction or obligation which is inconsistent with the terms or conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder;
- ii. You are under no physical or mental disability that may hinder the performance of your duties / obligations contained herein;
- iii. You shall not raise any issue as to the reasonableness of the terms, covenants, or conditions contained herein in any proceeding to enforce these terms, covenants and/or conditions;
- iv. You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, that is inconsistent herewith
- v. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company.

You acknowledge that the terms, covenants, and conditions set forth herein are essential for the Company's protection and are not unreasonable and that the Company has relied on these representations, warranties, and covenants provided by you.

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech. (A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Date: 25 Nov 2020

Page 14 of 19

Reliance Corporate Park Thane - Belapur Road, Ghansoli, Navi Mumbai - 400 701, India.
Phone : +91-22-4477 0000 Fax : +91-22-4471 0111

Register Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Mumbai - 400 021, India. CIN - L17110MH1973PLC019786

03. DUTIES AND RESPONSIBILITIES:

- i. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability exclusively for the Company. You agree that you will devote all of your working time, attention and best efforts in performing your duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities during the terms hereof. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules, regulations and directions of the Company, as applicable from time to time.
- ii. **Non Solicitation:** You will not, during the term of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by the Company or any of its affiliates or associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company.

- iii. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Company.
- iv. **Controlling Interest:** You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial shareholding or other beneficial interest in any business enterprise or entity which is engaged in, or is in competition with, any business engaged in by the Company or any of its affiliates or associated companies. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business or entity whose securities are traded on any national stock exchanges or in the over-the-counter market.
- v. **Work hours:** Your working hours at your place of posting shall be as per the rules and regulations of the Company, as specified from time to time. However, you may be required to work additional hours, from time to time, to carry out your duties and responsibilities effectively.
- vi. **Confidentiality and Non-disclosure:** You shall keep confidential and not disclose to any person or entity any information received or that comes to your knowledge during the course of your employment including in relation to the Company, its affiliates, associated companies, and third parties, in relation to any of our or their businesses or operations, particulars or details of manufacturing processes, technical know-how, security arrangements, analysis, compilations, forecasts, studies, summaries, notes, ideas (whether patentable or not), schematics, trade secrets, technology, customer lists (potential or actual) and other customer-related information, supplier information, sales statistics, pricing information, market intelligence, marketing and other business model/strategies, administrative organizational matters and any other information important for the Company. This shall include information in relation to third parties received by the Company in relation to any transaction being contemplated by the Company. Your obligation to maintain confidentiality of such information shall continue notwithstanding expiry or termination of your employment with the Company.

Third party Confidential obligations & prevention of IP contamination: You shall not use or disclose to the Company any confidential information of any third party received by you in your personal capacity from such a third party under an obligation of confidentiality, or knowingly induce use of such information in the business of the Company. Your employment/engagement with the Company shall not violate any obligation of confidentiality or non-solicitation of employment/assignment with any other party and that in case you are made aware of any such change in circumstances, you will inform the Company immediately of such change in the circumstances. You shall refrain from using/applying information/data in your current employment which qualifies as third party intellectual property to avoid any potential scenario of Intellectual Property contamination.

ATTESTED

Date: 25 Nov 2020

Page 15 of 19

Reliance Corporate Park Thane - Belapur Road, Ghansoli, Navi Mumbai - 400 701, India.
Phone : +91-22-4477 0000 Fax : +91-22-4471 9111

Register Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Mumbai - 400 021, India, CIN : L17110MH1973PLC019786

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

vii. Proprietary Rights: You will disclose to the Company forthwith any discovery, invention, process or improvement made or discovered by you while in the service of the Company or thereafter, and all the rights, title, interest in such discovery, invention, process or improvement shall automatically belong absolutely to the Company and be the sole, absolute and exclusive property of the Company immediately upon discovery, invention or creation of process or improvement, whether or not delivered to the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for letter's patent, licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to the Company and you will execute and deliver all such deeds and documents, including in particular instruments of assignment and do all such acts and things as may be required by the Company for assigning, transferring or otherwise vesting all rights, title and interest in the same and all benefits arising in respect thereof in favor of the Company or its nominee.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

viii. Safe-keeping of Company's property: You will be responsible for safe keeping of and returning in good order and condition all properties of the Company, its affiliates and associated companies which may be in your possession, custody, care or charge or being used by you. In case of loss of any such property, the Company will be entitled to assess the value of the loss / damages caused to it and recover the same from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

ix. Return of the Company's Property and records: Upon termination of your employment, you shall forthwith hand over any letter of authority or power of attorney issued in your favour and any property or material of the Company or any of its affiliates or associated companies in your possession at the time of cessation of your employment with the Company. You shall also return to the Company all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.

x. Authorizations for activities: You will not enter into any commitments or dealings on behalf of the Company for which you have not been expressly authorised nor will you 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 written consent of the Company. You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

xi. Non-disparagement: You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its affiliate or associated companies or any other employee or business associate of the Company or any of its affiliates or associated companies in any public or non-public communication with any customer, client or member of the investment community or media or in any communication whatsoever.

xii. Confidential nature of terms of employment: You agree that, save and except as may be required by applicable law, (with the prior consent of the Company), you shall not disclose the terms of your employment to any person.

Date: 25 Nov 2020

Page 16 of 19

Reliance Corporate Park Thane - Belapur Road, Ghansoli, Navi Mumbai - 400 701, India
Phone : +91-22-4477 0000 Fax : +91-22-4477 0000

Register Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Mumbai - 400 029, India CIN : L71101MH1973PLC019786

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-19, Chhatrapati Knowledge City
RAJAHMUNDRY-533 296

- xiii. **Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company.

You agree that the restrictions and remedies contained herein are reasonable and that it is your intention that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.

Further, you hereby agree to indemnify and keep fully and effectively indemnified and hold harmless the Company, its affiliates, associates subsidiaries, and the directors, trustees, officers, employees, agents, authorized representatives and successors of all the foregoing from and against any and all claims, suits, actions, legal or other proceedings, demands, damages, liabilities, interest, costs, expenses (including attorney fees), and losses of whatsoever kind or nature incurred or sustained by Company or any of the third party directly or indirectly arising due to breach of any of obligations mentioned in the letter of employment and/or these terms and conditions.

04. TERMINATION OF EMPLOYMENT:

i. **Employment At-Will:** You acknowledge that your employment is and shall continue to be AT-WILL. This means that you have the right to terminate your employment with the Company at any time without providing any reason in accordance with the provisions hereof. Similarly, the Company may terminate your employment with or without cause at any time and for any reason in accordance with the provisions hereof. Accordingly, this letter of employment is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.

ii. **Superannuation:** In the normal course, you will retire from the company on attaining superannuation at the age of 58 years.

iii. **Absenteeism:** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

- a. return to work within 8 days from the commencement of such absence, and
- b. give an explanation to the satisfaction of the Company regarding such absence

iv. **Medical Fitness:** The Company has the right to request you to get yourself medically examined by a certified medical practitioner specified by the Company during the tenure of your employment. In case you are found to be medically unfit to perform your duties, your employment may be terminated.

v. **Notice Period:** Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving notice in writing or payment of Basic Salary on a pro rata basis, in lieu thereof. Similarly, you may resign from the Company's employment without cause by giving notice in writing or by payment of Basic Salary on a pro rata basis, in lieu thereof. In the event of your resignation, the Company may in its sole discretion opt to accept the same and relieve you prior to the completion of the stipulated notice period of , without any pay in lieu of the notice period.

vi. **Termination for Misconduct:** Your services are liable to be terminated without any notice or salary in lieu thereof for fraud, misconduct, negligence or breach of any of the terms and conditions of your letter of employment which includes this Annexure C. Without prejudice to the general meaning of the term "misconduct", "misconduct" shall include any case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, or any action of indiscipline or inefficiency.

ATTESTED

PRINCIPAL

Date: 25 Nov 2020

Page 17 of 19

Reliance Corporate Park Thane - Belapur Road, Ghansoli, Navi Mumbai - 400 701, India.
Phone : +91-22-4477 0000 Fax : +91-22-4477 0001

Register Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Mumbai - 400 021, India. Email : corporateaffairs@relianceindustries.com CRR-1973PLC019786

RAJAHMUNDY-533 296



vii. Non-compete: In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or otherwise, either directly or indirectly, for a period of three months from the date of separation in any industry or business involved in similar/competing business as the Company or any of its affiliates or associate companies.

viii. Recovery of Payments: (If applicable) Payments made towards recovery of notice period by your previous employer and relocation expenses by us will be recovered in full in the event of your separation from the Company prior to completion of 1 year from joining the Company.

05. GENERAL:

- i. Training:** You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on terms and conditions stipulated at such time. You will diligently and beneficially take part in the training and such assignments in accordance with Company policies and directives.
- ii. Rules, Regulations and Policies on Ethics:** You will be governed by the service rules, regulations and policies including conduct, discipline and administrative orders and any such other rules or orders of the Company that may come into force from time to time. You must observe the policies that the Company publishes / notifies from time to time. These policies include requirement that you maintain the highest standards of conduct and act with the highest ethical principles.
- You must not do anything that may be a conflict of interest with your responsibilities as an employee.
 - You are required to read and understand all policies applicable to you, all of which are available in the Reliance Management System ("RMS") portal. If you have any questions, now or in the future, please ask the Human Resources Department through the Query Management System in the ESS portal. You may also be required to sign and abide by the Policy on Ethics of the Company and undertake to sign such declarations that the Policy may demand from time to time.
 - Women employees will be entitled to all the statutory benefits provided by the Company under the Maternity Benefit Act 1961, and its subsequent amendments, if any, details of which are set out in the RMS/ESS portal.
- iii. Media Interaction:** You will not interact with the media - electronic, print or otherwise in
- India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the Company unless you have express and direct approval from the Company to interact with the media as a representative of the Company. Only persons duly authorized by the Company are permitted to interact with media and then only on specified subjects. Disclosure of any information other than those specifically authorized by the Company is prohibited.
 - Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Company.
 - You shall also not disclose non-public information selectively to any particular group as it may lead to unfair advantage / discrimination.
 - For any outside publication of books, articles or manuscripts which relate in any manner to the Company's business, policies and processes, you are required to obtain prior written approval of the Company prior to its publication or release.
 - Any violation of the Company's media policy, will tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City

Reliance Corporate Park Thane - Belapur Road, Ghansoli, Navi Mumbai - 400 021, India.
Phone : +91-22-4477 0000 Fax : +91-22-4471 0111

Date: 25 Nov 2020

Page 18 of 19



- iv. **Jurisdiction:** The letter of employment is made at Mumbai and competent courts of Mumbai shall have jurisdiction over any dispute or difference whatsoever arising out of, under, in relation to or in connection with the letter of employment or breach hereof or in respect of any matter or thing herein contained.
- v. **Entire Agreement:** This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.
- vi. **Age:** Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.
- vii. **Change of address:** You will intimate in writing to the Company any change of your residential address within a week of the same changing, failing which any communication sent to you on your last recorded address shall be deemed to have been duly served on you.
- viii. **Passport:** You are required to have a valid passport at all times and ensure that the same is renewed from time to time.
- ix. **Suspension:** You may be placed under suspension pending enquiry into the charges of misconduct or any other breach hereof. The salary for the suspension period will be paid to you only if you are found not guilty of any of the charges for which you are suspended and not otherwise.
- x. **Travel:** You shall make your own transport arrangements to and from the place of work.
- xi. **Documentation:** Please submit the following documents, if not submitted earlier:
- Certificates in support of your educational professional qualifications, experience, date of birth and other testimonials in original together with copies thereof.
 - Three copies of your recent passport size photographs with blue background.
 - Relieving letter and salary certificate from your last employer, in case you are/were employed.
- xii. **Severability:** If any term or provision of this letter of employment shall be held to be invalid for any reason whatsoever, such invalidity shall not affect the validity, operation or enforceability of the remainder hereof. If the remainder of this letter is not materially affected by such declaration or finding and is capable of substantial performance, then that term or provision or part thereof shall to that extent be deemed not to form part of this letter of employment and such provision shall be replaced by a substitute provision that is legal and enforceable and is as nearly as possible consistent with the intentions underlying the original provision.
- xiii. **Non Waiver:** No delay or omission on the part of Company in exercising any right, power, privilege or remedy in respect of your employment terms shall neither impair such right, power, privilege or remedy, or be construed as a waiver of it, nor shall any single partial exercise of such right, power, privilege or remedy, preclude any further exercise of it or the exercise of any other right, power, privilege or remedy.

I confirm that I have read and understood the terms and conditions set out herein and unconditionally and irrevocably accept the above terms and conditions.

Employee Name: Anilchandra Kota

Signature:

Date: 25 Nov 2020

Date: 25 Nov 2020

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech. (A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY 533 296
Phone : +91-22-4477 0000 Fax : +91-22-4471 0111

Reliance Corporate Park Thane - Belapur Road, Ghansoli, Mumbai - 400 701, India.
Phone : +91-22-4477 0000 Fax : +91-22-4471 0111

Page 19 of 19

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: B06 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: January 2, 2021

Dear ANNAMDEVULA SEKHAR,
D.NO.1-229, CHEMUDULANKA, ALAMURU MANDAL,
CHOPPELA, EAST GODAVARI,
Andhra Pradesh, India, 533234

Dear ANNAMDEVULA SEKHAR, service

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 Software Engineer in band E1.

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 **January 11, 2021** at 9:00 A.M at the following address **CHENNAI-SEZ,SDB6, GF Lab4,5,6, FLR 1,5**. 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 **INR 3,50,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 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.

ATTESTED

PRINCIPAL

HCL

HCL Confidential

Godavari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Knowledge City

RAJAHMUNDRY-533 296

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

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

www.hcltech.com

www.hcl.com

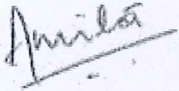
At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

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

Vice President, Head-Global Rewards

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

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

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

www.hcltech.com

www.hcl.com

Annexure 1**COMPENSATION PLAN**

Name	ANNAMDEVULA SEKHAR
Band	E1
Designation	Software Engineer
City	Chennai
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	271,107
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	40,393
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	38,500
COST TO COMPANY	3,50,000
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-

ATTESTED

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

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

www.hcltech.com

www.hcl.com

TOTAL : Annual Flexi Basket

Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual

Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:

1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

ANNEXURE II**Welcome aboard...**

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT**1. Location**

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Chennai.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

ATTESTED**PRINCIPAL**

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-520 096

Signature of Employee:

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

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

www.hcltech.com

www.hcl.com

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. • In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

ATTESTED

PRINCIPAL

5
Godavari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Knowledge City

RAJAHIMUNDRY-533 296

Signature of Employee:

HCL

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.

NH-16, Chaitanya Knowledge City

RAJAHMUNDRY-533 296

Signature of Employee:

- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

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

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	Particulars (To be submitted to the Recruiter/Online of the BGV link)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required)	
- Highest Qualification- Admit card, college and university official's (Registrar and Director) detail - Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.	
Things to Remember	
- The information provided in Resume and background verification form must be same. - Information provided in background verification form must be accurate.	

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
RAJAHMUNDRY-533 296

3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)

S. No	Document Name	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10 th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

ATTESTED

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-159296

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address
-------	----------	---------

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

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

www.hcltech.com

www.hcl.com

1	NOIDA	Mondays and Thursdays: Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) Tuesdays, Wednesdays and Fridays: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7, Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

ANNEXURE IV**EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS**

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- ✦ Basic Salary
- ✦ Monthly Allowances
- ✦ Variable Pay
- ✦ Retirals & Insurances Benefit

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAMPET, HYDRABAD-500096

- ✦ **Disclaimer:**
- ✦ ***Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.***

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.
- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Knowledge City

RAJAHMUNDRI-530 296

Signature of Employee:

HCL

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
 - By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Knowledge City

RAJAHMUNDRY-533 296

Signature of Employee:

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

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

www.hcltech.com

www.hcl.com

mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice. Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

HCL Technologies will correspond with you on the address & contact details mentioned below :-

**Permanent Address: D.NO.1-229, CHEMUDULANKA, ALAMURU MANDAL,
CHOPPELA, EAST GODAVARI,
Andhra Pradesh, India, 533234
Email ID: achandrasekhar1999@gmail.com
Telephone Number: 7337436156**

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(AI)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Ref No: 2102007

24 February, 2021

Mr. Badam Harsha vardhan,

S/o: Badam Hemanth Kumar,

D/N: 40-11-39, Dhanyam Pakala School Veedhi,

Mangalavarapu Peta, Stadium road, Rajahmundry,

East Godavari, Andhra Pradesh - 533101

Email: harshavardhansrisai@gmail.com

Mobile: +91- 7729950039

Dear Harsha Vardhan,

Congratulations! With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for internship in our organization as **Trainee Mechanical Engineer** and employment will be consider completion of 6 months internship.

You are requested to join us on **1st March, 2021**.

Your compensation would be as outlined in **Annexure I**. The general terms and conditions governing your employment are outlined in **Annexure II**.

This offer is also subject to your successfully clearing the background screening and verification by an external agency appointed by the Company.

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

As confirmation of your acceptance, please sign the duplicate copy of this Offer Letter and Annexures and submit within 3 days to **Ms. Moksha Saisree** at the address given below.

Welcome to our Organization! We look forward to a mutually fruitful association.

For affluence infosystem Pvt. LTD.

J- Madhu Sudhan

Madhusudhan J

Managing Director & CEO

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

I accept the offer and related terms and conditions. I will join by _____

Badam Harsha vardhan

ANNEXURE I

Salary break up

Name	Badam Harsha vardhan	
Designation	Trainee Mechanical Engineer	
Monthly Components (INR.)		
Basic Salary		7000
House Rent Allowance / Company Leased Accommodation		3500
Other Allowance		4000
Conveyance allowance		1600
Mobile & Data expenses		2500
Medical Reimbursement		1400
TOTAL: Monthly (A)		20,000.00
TOTAL: Monthly Components : Annualized (B)		
Annual Components (INR.)		2,40,000.00
TOTAL : Annual :		
COST TO COMPANY - per annum (B) +		2,40,000.00
NOTE: Any personal tax liability arising out of compensation will be borne solely by the employee		

Total Annual Cost to Company including fixed pay is INR. 2, 40,000.00

J. Madhusudhan

Madhusudhan J
Managing Director & CEO

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRI-533 296

Annexure II

General Terms and Conditions of Employment

- i. You will be required to provide the necessary authorization to the Company and the appointed agency for carrying out background screening and verification, based on the particulars furnished by you.
- ii. It is presumed that the particulars furnished by you in your application / bio-data are correct. In case the particulars or part thereof are found to be incorrect, or it is found that you have concealed or withheld some or other relevant facts, the Company reserves the right to initiate action including the termination of service irrespective of any other terms and conditions of employment.
- iii. You shall conscientiously and diligently render all services required of you by the Company to the best of your ability and complete all assignments given to you within the prescribed time schedule, if any.
- iv. The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.
- v. The Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.
- vi. You will be bound by the rules and regulations enforced by the Management from time to time in relation to conduct, discipline, leave, holidays or any matters relating to the service conditions which will be deemed as rules, regulations and orders in the part of these terms and conditions.
- vii. You may be required to sign Confidentiality and Non-Disclosure Agreements with the Company or any other client as required. You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company. In case of any assignment outside India, you may be required to execute a service bond with the Company prior to departure.
- viii. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the Company to anyone not employed by the Company. Indulgence in such activity shall render you liable for termination of service with immediate effect notwithstanding any other terms mentioned in the appointment letter.
- ix. You are required to strictly maintain the secrecy of and not to divulge, communicate in any other manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior.

ATTESTED

PRINCIPAL

**Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296**

- x. You are required not to employ yourself in any other gainful or commercial employment, business, part-time or full-time, directly or indirectly simultaneously as long as you are employed with the Company or engage directly or indirectly in any other commercial business or venture. Any action to the contrary would render your service liable for disciplinary action including termination of service.
- xi. Appointment will be considered after completing probationary period, employee may have to give commitment to associate with the company for at least 33 months.
- xii. You will retire from service on attaining superannuation at the age of 58 years.
- xiii. Your employment with the Company can also be terminated either by the Company or by you by giving three months advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the 'Basic' component of the salary for the balance notice period would be paid to you.
- xiv. On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.
- xv. In matters not herein specified, you will be governed by such rules of the Company as are in force from time to time.
- xvi. The Company shall be free to modify the terms of this Agreement or other terms and conditions of the employment including but not limited to the compensation, work environment and other terms and conditions even though such terms may be less beneficial to you.
- xvii. You are required to inform the Company of any change to the particulars furnished by you at the time of joining, within 4 working days of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by registered post at your address in India, as recorded with the Company.

I accept the offer and related terms and conditions. I will join by _____

Badam Harsha vardhan

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRI-533 296

Annexure IV

List of Documents/Information to be submitted on Joining

For Personnel Records: Mr. **Badam Harsha vardhan**

Sl.No	Particulars	Yes	No
1	Photo Copies of the following: • 10th std or equivalent marks card, • 12th std, Diploma or equivalent marks card, • Graduation Certificates		
2	Date of Birth Certificate		
3	Relieving Letter / Experience Certificate from the previous employers (if applicable)		
4	Latest Pay-slip / Salary Certificate from the last employer (if applicable)		
5	8 passport size color photographs		
6	Copy of Passport(if applicable)		
7	Signed Photocopy of offer letter.		
8	Previous Employment PF Account No. And Pension Account No. (In case joiners wish to Transfer their PF)		
9	Previous employment details including period of employment.		
10	Pan Card Copy.*		
11	Aadhar Card Copy.*		

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Date:11.09.2020,

To,
Mr. Darru Sai
S/o Tirupathi Naidu
HNO :3-68,
City/Village : Tallagokavaram,
Mandal : Pedavegi,
District : WEST GODAVARI-534452.

Sub : Letter for Training

We extend to you our warmest welcome to our family of Divi's Laboratories Limited.

With reference to your application and discussions had with you ,we are pleased to offer you a one-year training in Production Department, at Unit-2, situated at Chippada Village, Bhemmuniapatnam Mandal, Visakhapatnam District on the following terms and conditions.

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.15000/- per month during your training period.
2. After submit / verification of your B.Tech provisional certificate you will be paid a stipend of Rs.16000/- per month from the 1st of the following month.
3. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period. Your training will be terminated , if you are not found medically fit.
4. Training is given at any one of the departments, branches & manufacturing units of the organization, depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts as well.
5. You shall be liable to be transferred/posted to any location, department & unit of the organization,depending on the requirement for training. Upon such transfer, you will automatically be governed by the service conditions, rules,regulations and other terms as applicable at such new place.
6. If you intend to discontinue your training during the training period, you have to give three months prior notice in writing or return three months stipend in lieu thereof, which may be modified from time to time and the same will be notified.
7. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.
8. You are entitled to seven casual and five sick leaves during your training period .You will also be covered under ESI act,1948.
9. This offer of training is based on the information furnished in your application . If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu thereof.

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16,Chaitanya Knowledge City
RAJAHMUNDRY-533 296

10. You are required at all times to maintain the highest order of discipline and secrecy as regards the training of the organization. Any of technical / personal information, which might come into your possession during continuance of your training in the organization, shall not be disclosed, divulged or made public by you even thereafter.
11. You shall adhere to Organization's policies, procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.
12. You shall forthwith intimate any change in your residential address as and when any change takes place.
13. Your training is liable for termination at any time without notice or enquiry, if you are found indulging in any misconduct.
14. Your progress in training is reviewed from time to time and if found unsatisfactory, your training will be terminated without notice.
15. You are required to submit the following at the time of joining
 - a. For verification purpose, we need your original certificates of S.SC, Diploma, & B. Tech and photo copies of the same.
 - b. Four passport size color photographs.
 - c. Four copies of post card size black & white group photo of yours along with your dependent parents, and your spouse & children if married.
 - d. Photo copies of Aadhaar & PAN cards of yours along with your father, mother, spouse and children, if Married.
 - e. Photo copy of SBI savings bank account passbook.

In case the terms and conditions of training stated above are acceptable to you, please sign this letter in token of you having understood and having accepted the same and shall submit before you join for training.

You shall join training within a week after completion of your final year examination including practical's, provided if you cleared all the subjects in previous examinations. You may bring marks memo's as a proof of passed previous examinations at the time of joining.

We take this opportunity to welcome you to the organization and wish you good luck.

Yours sincerely,

For DIVI 'S LABORATORIES LTD

K.SUBBA RAO

GENERAL MANAGER (P&A)

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

ACCEPTANCE

I understand the contents of offer of training and I hereby accept the terms and conditions mentioned there in.

Signature: _____

Date: _____

Road Map : Vizag to Tagarapuvalasa - Bus available. Tagarapuvalasa to Chippada - Autos available.

 :08922 248917/927

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP2320/2020-21

Date: 05/01/2021

Mr Dulam Sandeep

H.No.1-136, Gandhi Nagaram, Chemudulanka,
East Godavari, Andhra Pradesh - 533234
Mobile No: 9885227194
Email Id: dulamsandeep89@gmail.com

Dear Mr Dulam Sandeep

**Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical**

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at TPT NHAI Vijayawada Bypass - 3192, to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 08/01/2021.
2. **Duration:** The duration of the training is for a period of one year from the date of your joining.
 - 2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
 - 2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.
3. **Emoluments:** Your annual remuneration will be Rs.2,43,600/- (Rupees Two Lakh Forty Three Thousand and Six Hundred Only) on Cost to Company basis (Refer annexure enclosed).
4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.
5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company to any third party or an outsider.

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296



6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.
7. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation
8. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.
9. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.
10. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.
11. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.
12. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

ATTESTED

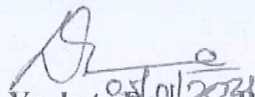
PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

13. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.
- 13.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.
- 13.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.
- 13.3. You are deemed to be in the services of the Company, during the notice period.
- 13.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.
14. **General:**
- 14.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.
- 14.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.
- 14.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With Best Wishes

For Megha Engineering & Infrastructures Ltd.


D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

ATTESTED

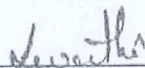
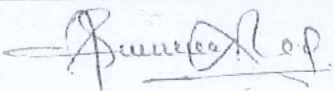
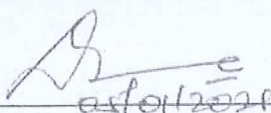
Place:

Date :

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Signature of the Candidate

Cost to Company

Employee Name	Mr. Dulam Sandeep	Sector	Roads
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	TPT NHAI Vijayawada Bypass - 3192		
DOJ	08/01/2021	Effective Date	08/01/2021
Salary Components		Monthly	Yearly
Basic Pay		11,190	1,34,280
House Rent Allowance		7,460	89,520
Sub Total (A)		18,650	2,23,800
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		20,300	2,43,600
▶ Medical Insurance for employee plus 5 dependents (which can be Spouse, Children and Parents). Employee - Employer equal share.			
▶ Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.			
▶ Employees posted at sites are eligible for Family accommodation as per policy.			
▶ Free bachelor accommodation for employees posted as sites.			
▶ Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.			
▶ Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules			
▶ Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.			
▶ Group Term Life Insurance : As per policy			
▶ TDS as per IT Act.			
▶ Gratuity: As per Gratuity Act			
▶ EPF: As per EPF & MP Act			
▶ ESI: As per ESI Act			
▶ Bonus: As per Bonus Act			
			
Prepared by	Verified by	Approved by	

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

Greentech Industries (India) Private Limited – SEZ UNIT

Regd. Office & Factory: APIIC Multi Product SEZ, Dwarakapuram Village, Naidupet Mandal,
SPSR Nellore District, Andhra Pradesh-524421, India.
CIN: U74900AP2008PTC060331; PH No : (08623)276000; Fax : (08623)276010

Ref: HR/apltr/DET/20/24

Date: 03.11.2020

Gaddavalasa Venkatesh
200374
Quality Control
Foundry

Subject: letter of appointment as DIPLOMA ENGINEER TRAINEE

Dear Mr. Venkatesh,

With reference to the subject, we are pleased to appoint you as “**DIPLOMA ENGINEER TRAINEE**” in Foundry Department. Your date of Joining is 03.11.2020 Your appointment is subject to the following terms and conditions.

- 1. PLACE OF POSTING AND TRANSFERS:** Initially you have been posted in our Greentech Industries (India) Private Limited unit, APIIC Multi Product SEZ, Dwarakapuram Village, Nayudupeta Mandal, SPSR Nellore Dist. The management has every right to transfer your services anywhere of its group of companies or any other plant added after such employment or any other Industry subsidiary to this Unit or added as a business partner to this unit. There will be no change in your designation or remuneration in case of such transfer.
- 2. REMUNERATION & INCREMENT:**
Your remuneration has been fixed as mutually agreed as per ANNEXTURE: 1.
The remuneration fixed is up to next renewal as per the standard terms of the company policy. In no manner any request will be accepted until the management finds it is fit to revise. The management has kept all rights reserved in case of increments and extension of any other benefits. Any change in policy will be informed in writing and unless such confirmation, you have no right to demand for extension of any benefit.
- 3. ACCOMODATION & FOOD ALLOWANCE:**
The company may provide the accommodation and Food on its own discretion but is not a right of the employee. The company reserves its rights on supply of food and accommodation depends on the company's size and other factors.
- 4. PROBATION, CONFIRMATION, SEPARATION:**
Initially you will be taken as “Trainee” for a period of **12 (Twelve)** months. After completion of your training period, based on your performance you will be extended your training period or considered to probation period. The probation period will be for a period of **6 (six)** months and it may be further extended at the discretion of the management based on your performance. Your services will be confirmed in writing, until such time as confirmation in writing is given to you, it is said your period of Training/ probation shall be deemed to be automatically extended.

During the trainee and probation period, your services can be terminated **without giving any notice** or salary in lieu thereof from either side. After the successful completion of your Training/probationary period, your services can be terminated by giving **one month notice** or salary in lieu thereof from either side.

However, if the exigencies of work so require, the management reserves the right to not to relieve you on the expiry of notice period. It shall however, be open to the management to accept your resignation with effect from any date earlier than the one offered by you in your resignation or stipulated as per terms of your notice period.

ATTESTED**PRINCIPAL**

Godavari Institute of Engineering & Tech.(A)
Page 1
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296



[Signature]
3/11/2020

Greentech Industries (India) Private Limited – SEZ UNIT

Regd. Office & Factory: APIIC Multi Product SEZ, Dwarakapuram Village, Naidupet Mandal,
SPSR Nellore District, Andhra Pradesh-524421, India.

CIN: U74900AP2008PTC060331; PH No : (08623)276000; Fax :(08623)276010

Ref: HR/apltr/DET/20/24

Date: 03.11.2020

Gaddavalasa Venkatesh
200374

5. REPORTING AUTHORITY:

You will be required to report and to take instructions from your designated HOD / Mentor as stated by the Management.

6. WORKING HOURS:

You have to follow the working hours of the section / department. The management has every right to change the starting and ending times of the working day on the basis of its business plans or natural calamities. In such case the employee have to accept such working time.

7. RETIREMENT:

You shall retire upon completion of the age of 58 years. However the company may grant extension of the retirement age if you are found physically fit and you possess special qualifications and experience.

8. RULES AND REGULATIONS:

The Human Resource Manual and the Standing Orders will be applicable from the day one. The Rules and regulation mentioned in the HRM & SO will be binding on you and any type of violation will caused suitable prescribed further actions.

9. SELF-DISCIPLINE:

You have to demonstrate your faithful working performance to the Company with Self Discipline. You should not participate in any Anti Management Associations leads work Slowdown, affect the quality of the production or Strikes or merely intended to such acts which may cause direct or indirect losses to the Management. The management has every right to take appropriate action with no prejudice in case of any such deviation in your Self Discipline.

10. JURISDICTION

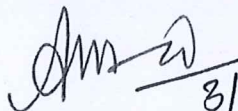
Any dispute arising out of this contract will be subject to the jurisdiction of court of laws at Vijayawada, State of Andhra Pradesh.

11. ACCEPTANCE

As token of your acceptance of the above terms and conditions of service, please sign and return the duplicate copy of the appointment letter.

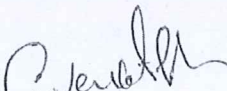
Thanking you,

Yours Faithfully,
for Greentech Industries (India) Pvt. Ltd.,


Authorized Signature 8/11/2020



I, Gaddavalasa Venkatesh do hereby
accept Training on the terms and conditions stated
above


Signature

Date: 03/11/2020

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Greentech Industries (India) Private Limited – SEZ UNIT

Regd. Office & Factory: APIIC Multi Product SEZ, Dwarakapuram Village, Naidupet Mandal,

SPSR Nellore District, Andhra Pradesh-524421, India.

CIN: U74900AP2008PTC060331; PH No : (08623)276000; Fax :(08623)276010

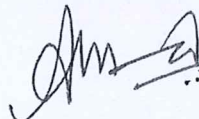
Ref: HR/apltr/DET/20/24

Date: 03.11.2020

Gaddavalasa Venkatesh
200374**Annexure – 1**

Particulars	Amount in rupees
Basic	9800
HRA	2524
Conveyance	
Position Allowance	
Special Allowance	
Book & Periodical Reimbursement	
Dress Maintenance Reimbursement	
Medical Reimbursement	
Phone Reimbursement	
Petrol Reimbursement	
Gross (A)	12324
Employer PF (B)	1176
CTC per month (A+B)	13500
CTC per annum	162000

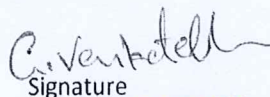
for Greentech Industries (India) Pvt. Ltd.



Authorized Signature



Gaddavalasa Venkatesh do hereby
accept Training on the terms and conditions stated
above


Signature

ATTESTED**PRINCIPAL**

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

Date: 03/11/2020.

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA

Tel: +91-40-44336700 Fax: +91-40-44336800

E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP127606T-04/2021-22

Date: 14/04/2021

Mr.Sandeep Kumar Kappala

H.NO: 15-6-1/2, Luthergiri,

Rajiv Gandhi Degree College

Rajamahendravaram (Urban),

Sriramnagar, East Godavari, Andhra Pradesh - 533105

Mobile No: 9000680150

Email Id: sandeepkumarsk28@gmail.com

Dear Mr.Sandeep Kumar Kappala

Sub: Offer of Appointment for the position Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at WSP Pillur III Pkg 1A1 - 1276, Tamilnadu to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 22/04/2021
2. **Duration:** The duration of the training is for a period of one year from the date of your joining.
 - 2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
 - 2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.
3. **Emoluments:** Your annual remuneration will be **Rs. 2,43,600 (Rupees Two Lakh Forty Three Thousand Six Hundred Only)** on Cost to Company basis (Refer annexure enclosed).
4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.
5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

TESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Knowledge City

RAJAHMUNDRY-533 296



6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.
7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.
8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.
9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.
10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.
11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.
12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.
 - 12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

ATTESTED

PRINCIPAL

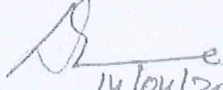
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Contd...

Sandeep Kumar Kappala

- 12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.
- 12.3. You are deemed to be in the services of the Company, during the notice period.
- 12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.
13. **General:**
- 13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.
- 13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.
- 13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.


14/04/2021
D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date:

ATTESTED

PRINCIPAL

Signature of the Candidate

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Cost to Company			
Employee Name	Mr. Sandeep Kumar Kappala	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director BD&P
Office / Unit / Project:	WSP Pillur III Pkg 1A1 - 1276		
DOJ	22/04/2021	Effective Date	22/04/2021
Salary Components		Monthly	Yearly
Basic Pay		11,190	1,34,280
House Rent Allowance		7,460	89,520
Sub Total (A)		18,650	2,23,800
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		20,300	2,43,600
► Medical Insurance for employee plus 5 dependents (which can be Spouse, Children and Parents). Employee - Employer equal share. ► Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy. ► Employees posted at sites are eligible for Family accommodation as per policy. ► Free bachelor accommodation for employees posted as sites. ► Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility. ► Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules ► Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines. ► Group Term Life Insurance : As per policy ► TDS as per IT Act. ► Gratuity: As per Gratuity Act ► EPF: As per EPF & MP Act ► ESI: As per ESI Act ► Bonus: As per Bonus Act			
Prepared by		Verified by	Approved by

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRI-533 296

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

meil

Date: 05/01/2021

MEIL/APP2319/2020-21

Mr Katta Sai Sudheer
H.No.1-121, Aminabad Colani, Rajuvommangi,
East Godavari, Andhra Pradesh - 533436
Mobile No: 9490218063
Email Id: saisudheetkatta@gmail.com

Dear Mr Katta Sai Sudheer

Sub: Offer of Appointment for the position Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at TPT NHAI Vijayawada Bypass - 3192, to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 07/01/2021.
2. **Duration:** The duration of the training is for a period of one year from the date of your joining.
 - 2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
 - 2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.
3. **Emoluments:** Your annual remuneration will be Rs.2,43,600/- (Rupees Two Lakh Forty Three Thousand and Six Hundred Only) on Cost to Company basis (Refer annexure enclosed).
4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.
5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Page 1 of 3



6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.
7. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.
8. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.
9. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.
10. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.
11. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.
12. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

ATTESTED**PRINCIPAL**

Godavari Institute of Engineering & Tech.(A)
NH-16,Chaitanya Knowledge City
RAJAHMUNDY-533 296

13. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

13.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

13.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

13.3. You are deemed to be in the services of the Company, during the notice period.

13.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

14. **General:**

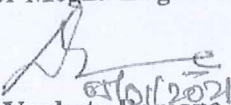
14.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

14.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

14.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With Best Wishes

For Megha Engineering & Infrastructures Ltd.


D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

ATTESTED

PRINCIPAL

Signature of the Candidate

Page 3 of 3

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Cost to Company			
Employee Name	Mr. Katta Sai Sudheer	Sector	Roads
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	TPT NHAI Vijayawada Bypass - 3192		
DOJ	07/01/2021	Effective Date	07/01/2021
Salary Components		Monthly	Yearly
Basic Pay		11,190	1,34,280
House Rent Allowance		7,460	89,520
Sub Total (A)		18,650	2,23,800
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		20,300	2,43,600
► Medical Insurance for employee plus 5 dependents (which can be Spouse, Children and Parents). Employee - Employer equal share. ► Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy. ► Employees posted at sites are eligible for Family accommodation as per policy. ► Free bachelor accommodation for employees posted as sites. ► Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility. ► Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules ► Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines. ► Group Term Life Insurance : As per policy ► TDS as per IT Act. ► Gratuity: As per Gratuity Act ► EPF: As per EPF & MP Act ► ESI: As per ESI Act ► Bonus: As per Bonus Act			
Prepared by		Verified by	Approved by

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

Date: 28th September, 2020
Ref. : GST/REV-OL/SG/2020

Dear Mr. Kotipally Saikumar,

We sincerely hope that you and all in your family are safe and are doing good.

Today we all are facing an unprecedented and challenging situation with the outbreak of the COVID 19 corona virus pandemic.

This pandemic has had its effect on our organization too and normal operations have been severely disrupted across our Plants and Sales & Marketing.

In reference to the Revised Date of Joining Letter, Ref. No. **GST/OL/SG/2020**, dated **08th April 2020**, we would like to inform you that your date of joining our organization is being revised again, keeping in mind the current situation.

You are advised to join us on **01st December 2020** and we look forward to welcoming you then.

For any query, please be in touch with Mr. Vijayraghvan Iyengar – HRD at (iyengar.vijayraghvan@hrjohnsonindia.com).

Regards,



Sneha George
Corporate Human Resources
H & R Johnson (India) Division

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

PRISM JOHNSON LIMITED
(FORMERLY PRISM CEMENT LIMITED)

HR & R Johnson (India) Division

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA

Tel: +91-40-44336700 Fax: +91-40-44336800

E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP2318/2020-21

Date: 05/01/2021

Mr Koppana Sajeev Kumar
H.No.1-38, Patha Gramam, Kirlapudi,
East Godavari, Andhra Pradesh - 533435
Mobile No: 8074198946
Email Id: sajeevkumar023@gmail.com

Dear Mr Koppana Sajeev Kumar

**Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical**

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at TPT NHAI Vijayawada Bypass - 3192, to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 07/01/2021.
2. **Duration:** The duration of the training is for a period of one year from the date of your joining.
 - 2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
 - 2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.
3. **Emoluments:** Your annual remuneration will be **Rs.2,43,600/- (Rupees Two Lakh Forty Three Thousand and Six Hundred Only)** on Cost to Company basis (Refer annexure enclosed).
4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.
5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



Page 1 of 3



6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.
7. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation
8. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.
9. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.
10. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.
11. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.
12. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

ATTESTED**PRINCIPAL**

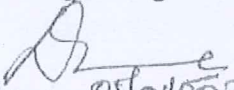
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 200



13. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.
- 13.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.
- 13.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.
- 13.3. You are deemed to be in the services of the Company, during the notice period.
- 13.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.
14. **General:**
- 14.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.
- 14.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.
- 14.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With Best Wishes

For Megha Engineering & Infrastructures Ltd.


D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

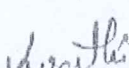
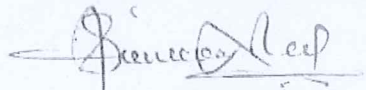
ATTESTED

PRINCIPAL

Signature of the Candidate

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

Cost to Company

Employee Name	Mr. Koppa Sajeew Kumar	Sector	Roads
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	TPT NHAI Vijayawada Bypass - 3192		
DOJ	07/01/2021	Effective Date	07/01/2021
Salary Components		Monthly	Yearly
Basic Pay		11,190	1,34,280
House Rent Allowance		7,460	89,520
Sub Total (A)		18,650	2,23,800
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		20,300	2,43,600
▶ Medical Insurance for employee plus 5 dependents (which can be Spouse, Children and Parents). Employee - Employer equal share.			
▶ Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.			
▶ Employees posted at sites are eligible for Family accommodation as per policy.			
▶ Free bachelor accommodation for employees posted as sites.			
▶ Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.			
▶ Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules			
▶ Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.			
▶ Group Term Life Insurance : As per policy			
▶ TDS as per IT Act.			
▶ Gratuity: As per Gratuity Act			
▶ EPF: As per EPF & MP Act			
▶ ESI: As per ESI Act			
▶ Bonus: As per Bonus Act			
			
Prepared by	Verified by	Approved by	

ATTESTED

ATTESTED

Godavari

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

Date: 28th September, 2020
Ref. : GST/REV-OL/SG/2020

Dear Mr. Kotipally Saikumar,

We sincerely hope that you and all in your family are safe and are doing good.

Today we all are facing an unprecedented and challenging situation with the outbreak of the COVID 19 corona virus pandemic.

This pandemic has had its effect on our organization too and normal operations have been severely disrupted across our Plants and Sales & Marketing.

In reference to the Revised Date of Joining Letter, Ref. No. **GST/OL/SG/2020**, dated **08th April 2020**, we would like to inform you that your date of joining our organization is being revised again, keeping in mind the current situation.

You are advised to join us on **01st December 2020** and we look forward to welcoming you then.

For any query, please be in touch with Mr. Vijayraghvan Iyengar – HRD at (iyengar.vijayraghvan@hrjohnsonindia.com).

Regards,



Sneha George
Corporate Human Resources
H & R Johnson (India) Division

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

PRISM JOHNSON LIMITED
(FORMERLY PRISM CEMENT LIMITED)

H & R Johnson (India) Division

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA

Tel: +91-40-44336700 Fax: +91-40-44336800

E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP2328/2020-21

Date: 05/01/2021

Mr Vangapandu Saikiran

H.No.30-62-14, Kaniithi Vadlapodi, Gajuwaka, Duvvada,

Visakapatnam(District), Andhra Pradesh- 530046

Mobile No: 9160885701

Email Id: vangapandusaikiran92@gmail.com

Dear Mr Vangapandu Saikiran

Sub: Offer of Appointment for the position Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at TPT NHAI Vijayawada Bypass - 3192, to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 07/01/2021.
2. **Duration:** The duration of the training is for a period of one year from the date of your joining.
 - 2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
 - 2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.
3. **Emoluments:** Your annual remuneration will be Rs.2,43,600/- (Rupees Two Lakh Forty Three Thousand and Six Hundred Only) on Cost to Company basis (Refer annexure enclosed).
4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.
5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech. (A)

NH-16, Chaitanya Knowledge City

RAJAHMUNDRY-533 296

Page 1 of 3



6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.
7. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation
8. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.
9. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.
10. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.
11. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.
12. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

ATTESTED**PRINCIPAL**

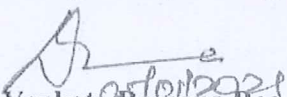
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



13. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.
- 13.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.
- 13.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.
- 13.3. You are deemed to be in the services of the Company, during the notice period.
- 13.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.
14. **General:**
- 14.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.
- 14.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.
- 14.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With Best Wishes

For Megha Engineering & Infrastructures Ltd.


D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

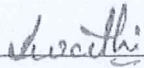
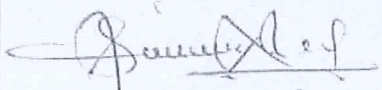
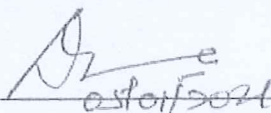
I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Signature of the Candidate

Cost to Company			
Employee Name	Mr. Vangapandu Saikiran	Sector	Roads
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	TPT NHAI Vijayawada Bypass - 3192		
DOJ	07/01/2021	Effective Date	07/01/2021
Salary Components		Monthly	Yearly
Basic Pay		11,190	1,34,280
House Rent Allowance		7,460	89,520
Sub Total (A)		18,650	2,23,800
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		20,300	2,43,600
▶ Medical Insurance for employee plus 5 dependents (which can be Spouse, Children and Parents). Employee - Employer equal share.			
▶ Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.			
▶ Employees posted at sites are eligible for Family accommodation as per policy.			
▶ Free bachelor accommodation for employees posted as sites.			
▶ Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.			
▶ Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules			
▶ Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.			
▶ Group Term Life Insurance : As per policy			
▶ TDS as per IT Act.			
▶ Gratuity: As per Gratuity Act			
▶ EPF: As per EPF & MP Act			
▶ ESI: As per ESI Act			
▶ Bonus: As per Bonus Act			
			
Prepared by	Verified by	Approved by	

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296



DXC Technology || Offer Letter

1 message

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxcc.com>
To: prasanthalidevara59@gmail.com <prasanthalidevara59@gmail.com>

Thu, 26 Nov, 2020 at 1:26 am



25 November 2020

Prasanth Kumar Galidevara

Dear Prasanth Kumar Galidevara,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



DXC Technology || Offer Letter

1 message

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxc.com> Thu, 26 Nov 2020 at 01:26 To: murthyajn@gmail.com <murthyajn@gmail.com>



25 November 2020

Jayanth Narasimha Murthy Adata

Dear Jayanth Narasimha Murthy Adata,

We are pleased to extend to you an offer of employment with DXC Technology. This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for. This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks

(which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the abovementioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



DXC Technology II Offer Letter

2 messages

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxc.com>
To: hemanth.akkireddy@gmail.com <hemanth.akkireddy@gmail.com>

Thu, 26 Nov, 2020 at 1:24 am



25 November 2020

Hemanth Akkireddy

Dear Hemanth Akkireddy,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey. Thanking

You,

Yours Sincerely,

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



Offer: Computer Consultancy

Ref: TCSL/CT20182381448/Hyderabad

Date: 31/10/2020

Mr. Pavan Kumar Anguluri
40-9-1/1, Mangalavarapu Peta Stadium Road,
Anusri Cinemas,
Rajahmundry-533101,
Andhra Pradesh.
Tel# 91-7799484822

Dear Pavan Kumar Anguluri,

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/CT20182381448

ATTESTED
PRINCIPAL
TATA CONSULTANCY SERVICES
TCS Hyderabad Institute of Engineering & Technology
Grade Consultancy Services Limited
New 16 Chaitanya Knowledge City
RAJAHMUNDRY-533290

Deccanpark, No 1 Software Parks 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



Pavan kumar Anguluri <pavankumaranguluri1@gmail.com>

DXC Technology || Offer Letter

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxc.com>
To: "pavankumaranguluri1@gmail.com" <pavankumaranguluri1@gmail.com>

26 November 2020 at 01:22



25 November 2020

Surya Pavan Kumar Anguluri

Dear Surya Pavan Kumar Anguluri,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

Lokendra Sethi

Vice President - Human Resources

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

27-Apr-2021



Dear Surya Pavan Kumar Anguluri,
B.Tech/B.E., Electronics and Communication Engineering
Godavari Inst of Engg & Technology, Rajahmundry

Candidate ID – 15610116

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



Pavan Shyam <pavanshyam0@gmail.com>

DXC Technology || Offer Letter

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxccom>
To: "pavanshyam0@gmail.com" <pavanshyam0@gmail.com>

Thu, Nov 26, 2020 at 1:22 AM



25 November 2020

Beram Pavanshyam Kumar

Dear Beram Pavanshyam Kumar,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

Lokendra Sethi

Lokendra Sethi

Vice President - Human Resources

25 November 2020

Beram Pavanshyam Kumar**ATTESTED****PRINCIPAL**

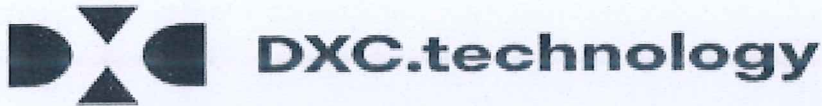
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



DXC Technology || Offer Letter

1 message

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxc.com> Thu 26 Nov, 2020 at 1:21 AM To: ajithbondada2000@gmail.com <ajithbondada2000@gmail.com>



25 November 2020

Bondada Ajith

Dear Bondada Ajith,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.
Thanking You,

Yours Sincerely,

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



Offer: Computer Consultancy

Ref: TCSL/CT20182381445/Hyderabad

Date: 31/10/2020

Mr. Dinesh Manikantha Budidha
Mainroad, Moduguvalasa Mainroad, Moduguvalasa,
Moduguvalasa, Lnpeta,
Srikakulam-532458,
Andhra Pradesh.
Tel# -

Dear Dinesh Manikantha Budidha,

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/CT20182381445

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Knowledge City

RAJAHMUNDRY-533 296



Pavan kumar Anguluri <pavankumaranguluri1@gmail.com>

DXC Technology || Offer Letter

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxccom>
To: "pavankumaranguluri1@gmail.com" <pavankumaranguluri1@gmail.com>

26 November 2020 at 01:22



25 November 2020

Surya Pavan Kumar Anguluri

Dear Surya Pavan Kumar Anguluri,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

Lokendra Sethi

Lokendra Sethi

Vice President - Human Resources

ATTENDED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



Offer: Computer Consultancy

Ref: TCSL/CT20182381388/Hyderabad

Date: 31/10/2020

Mr. Jayasurya Kodi
D.No. 45-4-19/33rd Lane, Andhranagar,
Thadithota,
Rajahmundry-533103,
Andhra Pradesh.
Tel# 91-9100753322

Dear Jayasurya Kodi,

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/CT20182381388

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad-500080

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

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Knowledge City

RAJAHMUNDY-533 296



JAYA SURYA KODI <k.jayasurya694@gmail.com>

DXC Technology || Offer Letter

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxccom>
To: "k.jayasurya694@gmail.com" <k.jayasurya694@gmail.com>

Thu, Nov 26, 2020 at 1:20 AM



25 November 2020

Jaya Surya Kodi

Dear Jaya Surya Kodi,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

Lokendra Sethi

Vice President - Human Resources

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRI-533 296



Kavya Kolla <kavyakolla379@gmail.com>

DXC Technology || Offer Letter

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxcc.com>
To: "kavyakolla379@gmail.com" <kavyakolla379@gmail.com>

26 November 2020 at 00:08



25 November 2020

Kolla Kavya Sri

Dear Kolla Kavya Sri,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

Lokendra Sethi

Lokendra Sethi
Vice President - Human Resources
25 November 2020

Kolla Kavya Sri

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



Pavan kumar Anguluri <pavankumaranguluri1@gmail.com>

Fwd: DXC Technology || Offer Letter

1 message

GIRI VENKAT SAI AVINASH KOMALI <17551a0443@gmail.com>
To: pavankumaranguluri1@gmail.com

28 November 2020 at 14:49

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

From: **DXC_India_CampusConnect** <DXCIndiaCampusConnect@dxcc.com>
Date: Thu, 26 Nov, 2020, 1:21 AM
Subject: DXC Technology || Offer Letter
To: 17551a0443@gmail.com <17551a0443@gmail.com>



25 November 2020

Giri Venkat Sai Avinash Komali

Dear Giri Venkat Sai Avinash Komali,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

ATTESTED**PRINCIPAL**

Godavari Institute of Engineering & Tech.(A)
NIPES, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



BHARATHI K <bharathi.k.2000m@gmail.com>

DXC Technology || Offer Letter

1 message

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxs.com>
To: "bharathi.k.2000m@gmail.com" <bharathi.k.2000m@gmail.com>

Thu, Nov 26, 2020 at 1:19 AM



25 November 2020

Bharathi Kondapu

Dear Bharathi Kondapu,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

Lokendra Sethi

Lokendra Sethi

Vice President - Human Resources

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296



Pavan kumar Anguluri <pavankumaranguluri1@gmail.com>

Fwd: DXC Technology || Offer Letter

1 message

Sairam Nadipalli <sairamntr1@gmail.com>
To: pavankumaranguluri1@gmail.com

28 November 2020 at 16:55

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

From: **DXC_India_CampusConnect** <DXCIndiaCampusConnect@dxcc.com>

Date: Thu, 26 Nov 2020, 01:21

Subject: DXC Technology || Offer Letter

To: sairamntr1@gmail.com <sairamntr1@gmail.com>

25 November 2020

Sairam Nadipalli

Dear Sairam Nadipalli,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

ATTESTED**PRINCIPAL**

Godavari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Srinivasapuram, Rajahmundry-533 296

RAJAHMUNDRY-533 296



Offer: Computer Consultancy

Ref: TCSL/CT20182388353/Hyderabad

Date: 31/10/2020

Mr. Teja Ajay Ratnam Nallakula
4-38/1, Geedam Vari Veedhi, Peddevam,
Peddevam,
Peddevam-534340,
Andhra Pradesh.
Tel# 91-

Dear Teja Ajay Ratnam Nallakula,

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/CT20182388353

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

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A'

NH-16, Chaitanya Knowledge City

RAJAHMUNDRY-533 296



DXC Technology || Offer Letter

1 message

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxccom.com>
To: jsushma0407@gmail.com <jsushma0407@gmail.com>

Thu, 26 Nov 2020 at 01:21



25 November 2020

Sushma Juluva

Dear Sushma Juluva,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



saisrirashmi vuppala <rashmi9924@gmail.com>

DXC Technology || Offer Letter

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxs.com>

26 November 2020 at 01:21

To: "rashmi9924@gmail.com" <rashmi9924@gmail.com>



25 November 2020

Sai Sri Rashmi Vuppala

Dear Sai Sri Rashmi Vuppala,

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

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

Lokendra Sethi

Vice President - Human Resources

25 November 2020

Sai Sri Rashmi Vuppala

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



22-Mar-2021

Dear Sushma Gadde,
B.Tech/B.E., Electronics and Communication Engineering
Godavari Inst of Engg & Technology, Rajahmundry

Candidate ID – 15610144

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Virtusa Onboarding

1 message

Shravan Kaloji <shravank@virtusa.com>

Fri, Jul 9, 2021 at 10:34 AM

Cc: Narasimhan Vuruputoor <narasimhanvp@virtusa.com>, Aakash K <aakashk@virtusa.com>

Dear Candidate,

Greetings from Virtusa!!

PLEASE READ THE INSTRUCTIONS CAREFULLY.

Please provide your documents for providing the documents for completion of BGV and enable your onboarding. Below is the process to be followed:

- BGV form (attached with this mail) – to be duly filled in and manually signed. Share the scan copy of the filled and signed form.
- Please ensure the addresses for your last 7 years are updated correctly in the attached form
- Send a copy of your PAN card or driving license.
- Send copy of 10th and 12th marksheets
- Send all semester marksheets and the provisional degree
- Date of joining : **July 19, 2021**
- Joining Location: **HYDERABAD**
- Ignore the column that requests for the employee ID.
- GAP form to be filled for any GAP in education / after education for more than 3 months (**even if the duration is due to COVID-19 situation**)
- Please send the documents as attachments in one consolidated WINZIP format only.
 - **DO NOT** SEND LINKS OF GOOGLE DRIVES
 - **DO NOT** SEND THE DOCUMENTS AS RAR FORMAT ATTACHMENTS
- IF THE REFERENCE LETTER IS IMMEDIATELY NOT AVAILABLE, THE SAME CAN BE PROVIDED ON OR BEFORE THE DATE OF JOINING

Kindly send the documents before **1.00 pm** tomorrow, **July 10, 2021**.

Note : If you don't have a printer, please fill up the form after converting it into a word document. **Kindly add the picture of yourself and your signature to the document.**

Shravan Kaloji

Executive-Shared Services | Global HR Operations

E: shravank@virtusa.com | W: #65311 |

Sy No.115, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad – 500019.

www.virtusapolaris.com

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296



Pavan Shyam <pavanshyam0@gmail.com>

Virtusa Onboarding

2 messages

Shravan Kaloji <shravank@virtusa.com>

Fri, Jul 9, 2021 at 10:34 AM

Cc: Narasimhan Vuruputoor <narasimhanvp@virtusa.com>, Aakash K <aakashk@virtusa.com>

Dear Candidate,

Greetings from Virtusa!!

PLEASE READ THE INSTRUCTIONS CAREFULLY.

Please provide your documents for providing the documents for completion of BGV and enable your onboarding. Below is the process to be followed:

- BGV form (attached with this mail) – to be duly filled in and manually signed. Share the scan copy of the filled and signed form.
- Please ensure the addresses for your last 7 years are updated correctly in the attached form
- Send a copy of your PAN card or driving license.
- Send copy of 10th and 12th marksheets
- Send all semester marksheets and the provisional degree
- Date of joining : **July 19, 2021**
- Joining Location: **HYDERABAD**
- Ignore the column that requests for the employee ID.
- GAP form to be filled for any GAP in education / after education for more than 3 months (even if the duration is due to COVID-19 situation)
- **Please send the documents as attachments in one consolidated WINZIP format only.**
 - **DO NOT SEND LINKS OF GOOGLE DRIVES**
 - **DO NOT SEND THE DOCUMENTS AS RAR FORMAT ATTACHMENTS**
- IF THE REFERENCE LETTER IS IMMEDIATELY NOT AVAILABLE, THE SAME CAN BE PROVIDED ON OR BEFORE THE DATE OF JOINING

Kindly send the documents before **1.00 pm** tomorrow, **July 10, 2021**.

Note : If you don't have a printer, please fill up the form after converting it into a word document. **Kindly add the picture of yourself and your signature to the document.**

Shravan Kaloji

Executive-Shared Services | Global HR Operations

E: shravank@virtusa.com | W: #65311 |

Sy No.115, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad – 500019.

www.virtusapolaris.com**ATTESTED****PRINCIPAL**

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



Surya Pavan kumar Anguluri <pavankumaranguluri1@gmail.com>

Virtusa Onboarding

2 messages

Shravan Kaloji <shravank@virtusa.com>

9 July 2021 at 10:34

Cc: Narasimhan Vuruputoor <narasimhanvp@virtusa.com>, Aakash K <aakashk@virtusa.com>

Dear Candidate,

Greetings from Virtusa!!

PLEASE READ THE INSTRUCTIONS CAREFULLY.

Please provide your documents for providing the documents for completion of BGV and enable your onboarding. Below is the process to be followed:

- BGV form (attached with this mail) – to be duly filled in and **manually signed**. Share the scan copy of the filled and signed form.
- Please ensure the addresses for your last 7 years are updated correctly in the attached form
- Send a copy of your PAN card or driving license.
- Send copy of 10th and 12th marksheets
- Send all semester marksheets and the provisional degree
- Date of joining : **July 19, 2021**
- Joining Location: **HYDERABAD**
- Ignore the column that requests for the employee ID.
- GAP form to be filled for any GAP in education / after education for more than 3 months (**even if the duration is due to COVID-19 situation**)
- **Please send the documents as attachments in one consolidated WINZIP format only.**
 - **DO NOT** SEND LINKS OF GOOGLE DRIVES
 - **DO NOT** SEND THE DOCUMENTS AS RAR FORMAT ATTACHMENTS
- IF THE REFERENCE LETTER IS IMMEDIATELY NOT AVAILABLE, THE SAME CAN BE PROVIDED ON OR BEFORE THE DATE OF JOINING

Kindly send the documents before **1.00 pm** tomorrow, **July 10, 2021**.

Note : If you don't have a printer, please fill up the form after converting it into a word document. **Kindly add the picture of yourself and your signature to the document.**

Shravan Kaloji

Executive-Shared Services | Global HR Operations

E: shravank@virtusa.com | W: #65311 |

Sy No.115, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad – 500019.

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



Dear Venkata Jagannath,

Welcome to the ADP Family! We are thrilled to have you with us and look forward to an enriching relationship ahead. We are sure you would have received an e-copy of your offer letter and enclosed is a physical copy of the same offer letter

As a part of our onboarding process, the enclosed documents are required to be filled and submitted on the day of joining.

- Two copies of passport size photograph
- Confidentiality Agreement
- Code of Business Conduct & Anti Bribery Policy
- Provident Fund declaration and transfer form (Please use the transfer form only if you wish to transfer the PF account from the current/past employer to ADP)
- Bank application form(s) for your salary account
- Joining Details Form

Please ensure to report at the ADP office no later than 9.00 AM on the day of joining. Kindly bring along the following documents in case you have not submitted them to us earlier:

1. Relieving/Experience letter from the last employer (If applicable)
2. PAN card copy

Please feel free to connect with your candidate manager in case of any queries on the offer.

Your Back Ground Check has been initiated and a third party team will be reaching out to you shortly on the same.

For any on-boarding assistance, please email to hyderabadhrsharedserviceteam@adp.com

The ADP family wishes you a fun-filled, fulfilling journey ahead.

Best Regards,

ADP Human Resources

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



venkat Devulapalli <dvenkataramana6420@gmail.com>

Virtusa Onboarding

1 message

Shravan Kaloji <shravank@virtusa.com>

Fri, Jul 9, 2021 at 10:34 AM

Cc: Narasimhan Vuruputoor <narasimhanvp@virtusa.com>, Aakash K <aakashk@virtusa.com>

Dear Candidate,

Greetings from Virtusa!!

PLEASE READ THE INSTRUCTIONS CAREFULLY.

Please provide your documents for providing the documents for completion of BGV and enable your onboarding. Below is the process to be followed:

- BGV form (attached with this mail) – to be duly filled in and **manually signed**. Share the scan copy of the filled and signed form.
- Please ensure the addresses for your last 7 years are updated correctly in the attached form
- Send a copy of your PAN card or driving license.
- Send copy of 10th and 12th marksheets
- Send all semester marksheets and the provisional degree
- Date of joining : **July 19, 2021**
- Joining Location: **HYDERABAD**
- Ignore the column that requests for the employee ID.
- GAP form to be filled for any GAP in education / after education for more than 3 months (**even if the duration is due to COVID-19 situation**)
- **Please send the documents as attachments in one consolidated WINZIP format only.**
 - **DO NOT** SEND LINKS OF GOOGLE DRIVES
 - **DO NOT** SEND THE DOCUMENTS AS RAR FORMAT ATTACHMENTS
- IF THE REFERENCE LETTER IS IMMEDIATELY NOT AVAILABLE, THE SAME CAN BE PROVIDED ON OR BEFORE THE DATE OF JOINING

Kindly send the documents before **1.00 pm** tomorrow, **July 10, 2021**.

Note : If you don't have a printer, please fill up the form after converting it into a word document. **Kindly add the picture of yourself and your signature to the document.**

Shravan Kaloji

Executive-Shared Services | Global HR Operations

E: shravank@virtusa.com | W: #65311 |

Sy No.115, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad - 500099.

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



Offer: Computer Consultancy

Ref: TCSL/CT20182380062/Chennai

Date: 05/04/2021

Mr. Anurag Singh
11-5-22/G, Srinivasapuram, Kovvur Vombay Colony,
Near Crime Patrol,
Kovvur-534350,
Andhra Pradesh.
Tel# 91-9908553400

Dear Anurag Singh,

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 ₹3,53,578/- per annum, as per the terms and conditions set out herein.

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 / TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential

TCSL/CT20182380062

ATTESTED

PRINCIPAL

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Godavari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Knowledge City

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai-600 094

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: **RAJAHMUNDY-533 296**

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

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

September 9, 2021

B.Bhaskar Kumar

bhaskarkumar.bb8@gmail.com

+91 9441232881

Dear Bhaskar Kumar,

Sub: Letter of Offer

With reference to your application and subsequent discussion you had with us, we are pleased to offer you a position of **'Trainee'** in our organization.

1. Your CTC (Cost to the Company) will be Rs.2,40,000/- (Rupees Two Lakh Forty Thousand) per annum inclusive of all allowances, refer to Annexure - I.
2. Your compensation will be revised after 6 Months, subject to completion of your training and performance.
3. You are required to commit a minimum duration of 18 months of service from the date of your joining with the organization.
4. A detailed appointment letter will be issued upon your joining with the company and upon furnishing the documents as per check list provided in the following page.
5. Your date of joining is on **13th September 2021** and you are requested to report at 10 A.M, Waverock Gachibowli

Innominds Software SEZ India Private Limited.
Building No. 2.1, 4th Floor, Waverock, Survey No.115,
TSIIC IT / ITES SEZ, Nanakramguda Village,
Serilingampally Mandal, Hyderabad – 500008

We look forward for a long-term association!!!

Thanking you,

Pallavi Garimella

Director – Human Resources

ATTESTED

Continued.....

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)

Innominds Software SEZ India Pvt Ltd., Survey No.115 (Part), Waverock, Nanakramguda Village,
Serilingampally Mandal, Hyderabad - 500038

Offer of employment with Taxilla IT Solutions Private Limited

20 November 2020

Mr. Bharat Raj Geddam

H.No: 73-18-10, Balaji Street, A V Apparao Road,
Rajahmundry, East Godavari District, Andhra Pradesh- 533103.

Dear **Bharath**,

Taxilla IT Solutions Private Limited (the Company) extends an offer of employment, contingent to conditions as per this letter, its annexures and no conflicting obligations with your current or previous employment.

Employment Details:

Role: CS-Processing Associate
Reports to: Prabhath Kumar

Date of Joining: 07 December 2020
Work Location: Taxilla IT Solutions Private limited
corporate offices at Hyderabad, India.

Remuneration & Taxation:

Your annual remuneration (Cost To Company) shall be **Rs.2,12,000/- (Rupees Two Lakh(s) Twelve Thousand Only/-)**, which includes all allowances. The allocations and provisions of "CTC" is as indicated in the attached Annexure-2 and shall be payable on or by the **tenth day** of each calendar month. Your income in India will be subject to tax deduction at source in accordance with obligations and rulings set out by the Tax Laws of India and other statutory dues as applicable.

A. Probationary Period – Conditions of Employment:

- 1) **Leave:** During your probation period, you will be entitled to 1 (one) day of emergency leave per month, non-carry-forward. Any leaves going beyond that one day, will be treated as Loss of Pay. Post completion of your Probationary period, your Earned Leave accrual will be as per Leave Policy of the organization.
- 2) **Notice Period & Separation:** You will initially be employed by the Company for a 90-Day probationary period. During the probationary period, your performance will be evaluated and if the performance is not meeting expectations, the Company may terminate your employment by giving (21) calendar days' notice (or payment of salary in lieu thereof) and you can also terminate the employment voluntarily by giving (21) calendar days.
- 3) **Company Assets:** You will handle Company assets with care. Any damage, should be promptly reported to the Information Security Team and Human Resources. The Company reserves the right to recover the cost of damage from your compensation, if so identified.
In case of separation of employment with the Company, and regardless of the reason for such, you will promptly return to, or leave with the Company all Company property (including but not limited to computers, laptops, software, information recordable media, manuals, etc.), access keys, corporate credit cards, and all documents which may belong to, or have been copied from any source belonging to the Company or any of its affiliates, customers and vendors
- 4) **Performance Evaluation:** At the end of your Probationary Period, the Company will conduct a review with an eye towards continuing your employment under the same terms and conditions or confirming the expiration of your probationary period without further employment or compensation.

Should you have any questions during this time, you are encouraged to discuss them immediately with your manager or one of the Company's human resources specialists

B. Annexures: This offer letter is contingent to the terms, policies and exceptions provided in the Annexures referred in this document.

- Refer to Annexure-1 for Confidential Information and Inventions agreement
- Refer to Annexure-2 for CTC break-up

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

Taxilla IT Solutions Pvt Ltd

Corporate Office: South West Block, Block 1, 1st Floor, Display Building, NAC Campus, Kondapur Post, Cyberabad, Hyderabad – 500 084, India
CIN: U72900TG2017PTC114171, Tel: +91-40-66033598/99.

Registered Office: Apt. No. 12, Tower 1B-Block, Plot No. 15-31-LHC, KPHB IV, Kukatpally - 500072, Telangana, INDIA
Email: info@adaequare.com, Website: <http://www.adaequare.com>

November 18, 2020
Ref No: Hyd/HR/R&S/OL/20/943

To
Chandrakala Varee
D.No.4-3-29/13, Achayamma Colony,
Kovvur, West Godawari,
Andhra Pradesh - 534350.

Dear Chandrakala,

Further to your interview discussion, we are happy to offer you the position of **Software Engineer, Associate** with **"Infor (India) Private Limited"** subject to the reference check and background verification done by Infor India.

Your place of posting will be **Hyderabad**, and we expect you to join us on **December 14, 2020**.

Your Salary will be Rs. **500004/-** per annum (**Rupees Five Lakh Four**) Only.

Your employment with us is contingent upon the submission of the following documents on the date of joining: -

Your Date of Joining will be on hold / postponed if you are not bringing below Original Documents at the time of joining.

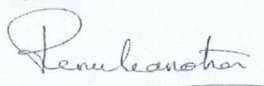
1. Originals Documents & One photocopy of
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Employment Documents of all previous employers – Relieving Letter / Resignation acceptance/No Due Form, Latest 2 payslips, Hike Letters/Pay Revision Letter, Appointment letter, Offer Letter etc
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport etc
2. 3 passport size colored photographs and Form 16 or Final Tax Computation sheet.
3. Name on PAN card & Aadhaar Card should be in the same format and Date of Birth of Aadhar should be in DD/MM/YYYY format.
4. Photo copy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving licence, Aadhar Card etc)
5. 2-3 References preferably people that you have reported to and people who reported to you, as well your peers.

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax or post. We look forward to having you on board by the date mentioned above.

Thanking you

Regards



For Infor (India) Pvt Ltd
Renu Ganotra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E Mail: renu.ganotra@infor.com

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

GlobalLogic®

REF#GL/02/14/2021

04-February-2021
DadiReddy Chenna Reddy
Bangalore

Dear DadiReddy Chenna Reddy

Subject: Offer of Employment with GlobalLogic India Private Limited.

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Software Engineer, Engineering (TE04)** at GlobalLogic India Private Limited (hereinafter "GlobalLogic" or "Company"). You will be based in and work from Bangalore however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be **8th March 2021**. Your detailed salary structure is attached as per Annexure 1.

Joining Bonus:

In addition to the CTC offered, you shall be entitled to a joining bonus of Rs. 30,000/- (Rupees Thirty Thousand only). The joining bonus is payable only upon completing minimum tenure of 30 days in the Company. This period of 30 days shall be calculated from the date of your joining GlobalLogic. However in the event of your leaving the Company before completion of one year, this amount (joining bonus) shall become recoverable by GlobalLogic.

The joining bonus shall be paid along with the salary for the particular month, in which you become entitled to this bonus.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.
2. You shall be following normal business hours as per the Company's Working Hour Guidelines available in our Intranet site. Some specified roles may also require shift working outside of normal working hours in order to fall into line with overseas working hours or business requirements/exigencies from time to time. While working on projects overseas and onshore projects working hours and notified holidays of the client location will apply.
3. At the time of tendering resignation you shall be required to give two months notice in writing. Your services in the company shall be terminable by giving two months notice or Basic salary in lieu thereof as per discretion of the management.
4. This offer letter is subject to further conditions that:
 - a) Your employment is subject to your approval and signing of our Non Disclosure Agreement (NDA) at the time of joining.

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech. (A)
U-16, Chaitanya Knowledge City
RAJAHMUNDRY-530 085

Mailing | Pritech Park SEZ,
4th Floor Wing A & B, Block 12,
Survey No.51-84, Marathalli-Sarjapur, Outer
Ring Road, Bellandur Village, Varthur Hobli,
Bengaluru 560103 India

Registered | 207 Gupta Arcade, Plot No. 5,
L.S.C., Mayur Vihar Phase 1 Extension,
Delhi 110091, India

Phone | 011-2042576000 Web | www.globallogic.com
Fax | 011-8942576002 Mail | hr@globallogic.com

CIN | U74899DL2000PTC109036
GlobalLogic India Private Limited
(Previously known as GlobalLogic
India Limited)



Connecting Clients with Global IT Services

Date: 23 December 2020

Employee ID: CON12713

Ballagiri Durga Prasad,

Dear Ballagiri Durga Prasad,

Further to the Offer of Employment issued to you, we take pleasure to appoint you as **Salesforce – Persistent Systems** at **Pyramid IT Consulting Private Limited**, with effect from the date of joining, which shall not be later than **17 December 2020**.

Your initial assignment and place of posting is going to be in **Bangalore**. As an employee, you shall comply with the rules, regulations and procedures of the Company. Your duties and responsibilities may be modified from time depending on business requirements. The terms and conditions of your employment are as follows:

01 COMPENSATION

You will be paid salary as per the annexure enclosed and on the basis of approved days in monthly timesheet, duly approved by your reporting manager at the client site. Any statutory deductions including but not limited to Income Tax, PF, ESIC, LWF, PT, insurance premiums etc. and any other statutory deductions as made applicable by either State Government or Central Government or any other appropriate government on the remunerations paid to you by the company, is part of the cost to company (CTC) and will be deducted from your monthly drawings/ borne by you and as required by law, will be deducted at source. The compensation shall be restructured to adhere to the applicable legal statutes from time to time.

02 EMPLOYMENT PERIOD

You will be on payrolls of Pyramid IT Consulting Pvt Ltd from the date of your appointment and you will be working at Pyramid's Client Site. If in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed accordingly. Pyramid shall have the right to terminate the employment at any time, with **15 days'** notice period. You will give **30 days'** notice to Pyramid in case you decide to prematurely terminate the employment because of any valid reasons. In case management receives any complaints related to misconduct, inefficiency, less output, integrity, moral turpitude and changed business requirements then the management reserves the right to terminate the employment with immediate effect. Either party is not bound to give any reason thereof. You will be relieved from your services depending upon an approval from your Reporting Manager at Client Site and completion of the Knowledge Transfer, the assignment and task at hand, at the discretion of the Management. The company reserves the right to pay or recover salary in lieu of notice period. Further, the company may, at its discretion, relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof.

03 LOCATION OF POSTING

Your initial posting will be at **Bangalore** and you will attend to work allotted to you and carry out any other assignments entrusted to you from time to time.

You may be transferred / sent on deputation to any of the offices / subsidiaries / associate offices of the company or its client, to any town or city in India or abroad, whether at present existing or which may be set up in future at any time and at any place in India or abroad, at the sole discretion of the management.



EMPLOYER

ATTESTED

PRINCIPAL

B. D. Prasad

EMPLOYEE

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Pyramid IT Consulting Pvt. Ltd.

Regd. Office: 2F, Elegance Tower, Jasola District Centre, Old Mathura Road, New Delhi - 110025
Corporate Office: D-25 & 26, Sector-63 Noida-201301 | CIN No: U72200DL2002PTC118146

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4408438/566094,

04/01/2021,

Syed Fathima Firdaus.
#483,Vasundhara Sadhanam,4th cross,Srivari street,Marathahalli,Bangalore-560037
Bangalore, Karnataka
India.

Confidential

Dear Syed Fathima Firdaus,

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 **04/05/2021** (or such other date as may be communicated to you by the Company), as per details given below

A) Your current designation will be **Senior Analyst/A5**.

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

C) You have to report by 8:30 am at **Bangalore** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
164-165, EPIP Phase II,
EPIP Industrial Area,Whitefield, Bengaluru 560066

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 425,006.00 (Rupees Four Lakh Twenty Five Thousand And Six Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any – skill allowance payout as applicable to you. 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:

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16,Chaitanya Knowledge City
RAJAHMUNDRI-533 296

30.06.2021

Offer Letter

To,

Mr Kadium Durga Prasad,

Welcome to **Igrow Virtual IT Solutions Pvt. Ltd!!**

Congratulations! We are delighted to offer you the position of **"Sr Devops Engineer"** with **Igrow Virtual IT Solutions Pvt. Ltd** please review this summary of terms and conditions for your anticipated employment with us.

Appointment:

Your appointment will be effective from your joining date, i.e. **5th July 2021**. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Compensation:

INR 9,60,000/- (in Words Nine Lakh Sixty Thousand Rupees only) annum paid monthly by the 5th day of each month, less all required withholding taxes and any other amounts required by law to be deducted or agreed by you to be withheld. Payments will be made through Bank transfer.

Work Location:

During your employment with **Igrow Virtual IT Solutions Pvt. Ltd** based on organizational and business exigencies imperatives, you be transferred to a Company / Group location anywhere in India or abroad. During Such deputation periods, you're reporting authority and your duties and responsibilities shall be defined separately. Refusal to join at such place shall mean your neglect of work and consequent resignation.

Other Employment's:

During the period of your employment with **Igrow Virtual IT Solutions Pvt. Ltd**, you will not work directly or indirectly for any other person, firm, company or organization, whether with or without remuneration. You will not engage yourself or be interested directly in trade of business, either as employer or employee or partner or advisor or any other capacity.

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-832006



July 17, 2021

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

Dear Kommaraju Lavanya

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Associate – Technical Engineer, in band 04G to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise – you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.

DO YOUR BEST WORK EVER.



ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A'

NH-16 Chaitanya Knowledge City

RAJAHMUNDRY-533 296

IN_68_391752BR_6052999



Ref No-RLABS/HRD/BLR/OL.328/2020

October 1, 2020

To,

Koye Sreehari

4-85, Koyavaripalem, Petluru

Kondapi Prakasam, Andhra Pradesh, India, 523270.

Dear **Koye Sreehari**,

With reference to the discussions we had with you, we are pleased to offer you the position of **Linux Cloud Administrator** in our Company with the following terms and condition.

Your CTC will be Rs. **660000/-** per annum, inclusive of Statutory deductions, Taxes, Annual benefits etc.

Your date of joining will be **October 7, 2020**.

At the time of joining the company, you will be required to sign and abide by Employment Agreement and Policies of the company.

You Will be on Probation for a period of **Six Months** from the date of joining. You will be confirmed in the services of the company on successful completion of your probation and confirmation, as and when done, shall be in written.

At the time of joining, please submit the following Documents:

- A. Photocopy of your degree certificates, Mark sheets in support of your educational qualifications
- B. Previous experience certificates, relieving orders
- C. Proof of last drawn salary
- D. Photocopy of your passport
- E. 4- Passport size Photographs
- F. Copy of Pan card

Please sign a copy of this letter as a token of your acceptance and return it to us at the earliest.

We take this opportunity to welcome you and look forward to a long and mutually beneficial association.
Thanking you,

Yours truly,

For **RLABS Enterprise Services Ltd**

Shaik

Jaleel

Jaleel Shaik

Manager - Human Resources

Digitally signed by
Shaik Jaleel
Date: 2020.10.01
19:51:59 +05'30'

I accept the offer letter on the terms
and conditions

Signature

Date

Corporate Office: Rlabs Enterprise Services Ltd, (formerly known as iLabs Enterprise Services Pvt Ltd.

H.No. 6-3-883/6/B, 2nd floor, Singhanian Towers, Green Lands, Punjagutta, Hyderabad-500 082

Other Location: 1st Floor, SJR iPark, WARP Tower, Rd Number 9, EPIP Zone, Whitefield, Bengaluru,
Karnataka 560066. Tel: 080-46846600

Email: info@rlabsglobal.com, Website: www.rlabsglobal.com

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

FRESHTOHOME FOODS PRIVATE LIMITED
CIN No. U51101KA2011PTC059104

Date: February 22nd, 2021

To,

Mr. Maguluri Venkateshwarlu
#7-4, Mustiagangavaram,
Mustia Gangavaram, Prakasham, Kurichedu,
Andhra Pradesh 523304

Letter of Employment

Dear Maguluri Venkateshwarlu,

We are pleased to make you a formal offer of employment with Freshtohome Foods Private Limited as a team member in the position of **Devops Engineer - II**. In this position you will be reporting to **Mr. Nagendra Sarovar**. Your start date of employment will be **February 24th, 2021** on the following terms and conditions:

1. The starting monthly salary offered for this position is on Cost to Company basis, **INR 87,500/- (Eighty-Seven Thousand Five Hundred Only)**, (hereinafter "Base Salary") detailed break-up is as given in Annexure 1 to this letter. The appropriate income tax and other statutory levies will be deducted from your remuneration and paid to the designated authorities.

You will be working from our **Bangalore office**. This place of work can be changed based on exigencies of work.

2. **Group Medical Insurance (GMC)** – You and your dependents will be covered under GMC. The sum for which your family is insured is **5,00,000** on a floater basis. Floater means any member of the family can use the maximum sum insured or the entire family can utilize the sum in parts such that the maximum sum in any year is not exceeded. Maternity expenses are covered. The details of the Medclaim policy are available with the HR team.
3. **Leave** - You are eligible for 15 working days of earned leave in any calendar year. You will accrue earned leave for each calendar month of service from the date of joining at the rate of 1.25 days per month. You may carry forward unused earned leave to the next calendar year. The maximum earned leave that you can accumulate is 30 days. Any accumulation beyond 30 days of earned leave will lapse. Un-availed leave may be encashed only on separation, however not beyond 30 days of accrued leave.

You will be entitled to 12 working days of sick-cum-casual leave. This may be availed on grounds of any sickness incurred or accident sustained by you or any other reasonable cause. You will accrue sick-cum-casual leave from the month in which you join the organization. The pool of sick-cum-casual leave you accrue may be availed at any point of time during the year. Sick-cum-casual leave will lapse at the year end and cannot be carried forward to the following year. For the avoidance of doubt, it is clarified that sick-cum-casual leave shall not be encashable at the time of separation.

Women employees are entitled to maternity leave to a total of ninety days of leave with full pay as per the provisions of the Maternity Benefit Act, 1961.

Unit No 201-204, 212-214, 2nd Floor, No 1, Carlton Towers, Old Airport Road, Kodihalli, Bangalore 560008

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A'

**NH-16, Chaitanya Knowledge City,
RAJAHMUNDRY-533 296**

- (ख) प्रारम्भ में दो वर्षों की अवधि के लिए आप परीक्षाधीन रहेंगे और परीक्षा अवधि के दौरान यदि नियोक्ता प्राधिकारी की राय में आप "सिपाही (सामान्य ड्यूटी)" के तौर पर बल का एक कुशल सदस्य होने की संभावना नहीं रखते हैं, तो सक्षम प्राधिकारी द्वारा भा. ति. सी. पुलिस बल के अधिनियम एवं नियमों में दिए गए प्रावधानों के अनुसार बिना कोई कारण बताए किसी भी समय आपकी सेवायें समाप्त की जा सकती हैं।
- (b) Initially you will be on probation for a period of two years and during the period of probation, your services may be terminated by the Competent Authority at any time without assigning any reason, as per the provisions of the ITBPF Act and Rules, if the appointing authority considers that you are not likely to become an efficient member of the Force in your capacity as "Constable(GD)".
- (ग) नियमानुसार मिलने वाले वेतन एवं भत्तों के अलावा आप निःशुल्क आवास, निःशुल्क वर्दी एवं समय-समय पर स्वीकृत राशन भत्ते के हकदार होंगे।
- (c) In addition to pay and allowances as admissible under the Rules, you shall be entitled for free accommodation, free uniform and ration money allowance etc as admissible from time to time.
- (घ) यह पद अस्थायी है लेकिन परीक्षा अवधि के सफलतापूर्वक पूर्ण होने पर स्थायी किए जाने की सम्भावना है। किसी मामले में यदि अस्थायी पद को समाप्त किया जाता है, तो बिना किसी कारण बताये आपकी सेवायें समाप्त कर दी जायेंगी।
- (d) The post is temporary but likely to be made permanent on successful completion of probation period. In case, the temporary post is abolished, your services shall be terminated without assigning any reason.
- (च) यदि 10 वर्ष की सेवाकाल के दौरान आप कहीं और कोई नौकरी स्वीकार करने, जिसके लिए कैंडर अनापत्ति दी जा चुकी हो, के अलावा अन्य किसी कारण से सेवा से त्यागपत्र देते हैं तो आपका त्यागपत्र इस शर्त पर केवल तभी स्वीकार किया जाएगा जब आप प्रशिक्षण का खर्च अथवा अपने द्वारा आहरित अंतिम वेतन एवं भत्तों के आधार पर अथवा तीन माह की सेवा पूरी न होने की दशा में जिस माह आप त्यागपत्र देते हैं उस माह के वेतन एवं भत्तों के आधार पर तीन महीने के वेतन एवं भत्ते या प्रशिक्षण के खर्च में से जो भी राशि अधिक हो, को सरकार को लौटा देंगे।
- (e) In case you tender resignation from service within a period of ten years for reasons other than accepting a job elsewhere, for which cadre clearance has been given, your resignation may be accepted subject to the condition of refund to the Government, the training cost or three months pay and allowances on the basis of pay and allowances last drawn by you or if you have not completed three months service, on the basis of pay and allowances to which you are entitled in the month in which you tender your resignation, whichever is higher.
- (छ) भारत तिब्बत सीमा पुलिस बल में 10 वर्ष की सेवा करने के लिए वचन पत्र देना होगा।
- (f) Submitting bond to serve ITBPF for 10 (Ten) years.
- (ज) नियुक्ति की औपचारिकताएँ पूरी करने के लिए आपको इस संस्थान में रिपोर्ट करने पर निम्नलिखित दस्तावेज मूल रूप में एवं प्रत्येक की छायाप्रति जो कि स्वयं स्थापित की गई हो, प्रस्तुत करनी होंगी;
- (g) You shall produce the following original documents alongwith a self-attested photocopy one each on reporting at this institute to complete the appointment formalities;
- (i) आपकी शैक्षिक और अन्य तकनीकी योग्यता के प्रमाण पत्र।
- (i) Certificate of your educational and other technical qualifications.



July 13, 2021

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

Dear Munthala Anusha

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Associate – Technical Engineer, in band 04G to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise – you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.

DO YOUR BEST WORK EVER.



ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296



Aptroid Consulting (India) PVT. LTD.

Contingency Offer Letter

December 11, 2020

Papa Velugula,
Dr. No : 7-128/A, Kothapeta Street, Malakapalli, Tallapudi, West Godavari,
Andhra Pradesh - 534340.

Dear **Velugula,**

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

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

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

We look forward to welcoming you to Aptroid Consulting.

Sincerely,

Date of Joining:

Lalitha. V

Lalitha V Chowdary
Sr.Manager - HR & Operations

Papa Velugula
Date:

Encl: Required Documents List

*** This is a digitally signed document

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)

NH-16, Chaitanya Knowledge City

RAJAHMUNDRY-533 296

CIN No. U74999TG2017PTC119146

Aptroid Consulting (India) PVT. LTD.
Plot No. 573 - M - III, II-V Floors, Sri Ram Chandra Arcade, Film Nagar, Jubilee Hills, Hyderabad - 500033.
Tel: 040 - 3952 8181 | email: info@aptroid.com | www.aptroid.com

Letter of Appointment

Ref. No: ICSL/Employee/10596/7755/08022021

Date : February 08 2021

Ramakrishna Maddula

8-3-231/145 C-Bock,Room No 103,Krishna Nilayam, Sri Krishna Nagar, Yousafguda, Opposite Popular Shoe Mart Street

Hyderabad

Telangana

500045, India

Dear Ramakrishna Maddula,

Congratulations! With reference to your application and subsequent discussions/interview you had with us, we are pleased to offer you the position of **Software Engineer** with **Infinite Computer Solutions (India) Limited** ("Company" or "Infinite") on the following terms and conditions.

Date of Joining: You are requested to join us on or before **February 08 2021**. In the event you are not able to join us on this specified date, the offer would stand withdrawn unless the extension of joining date is granted in writing. On the date of your joining, you are requested to meet the Joining Coordinator to complete the joining formalities at **Infinite Computer Solutions (India) Ltd. Module No.1 Q3-A3, 1st Floor, Cyber Towers, Hitech City Madhapur, Hyderabad, Telangana - 500081**.

Salary (on Cost to Company): Your salary on a 'cost to the company (CTC) basis' will be as per the details herein enclosed under Annexure 1.

Tax Implications on Salary: You will be liable to pay all applicable taxes on your income as per the prevailing laws. You are individually responsible for all declarations and implications arising thereof for all personal Income Tax purposes.

Work Location: Your initial work location will be **Hyderabad**. The work location can change based on the organizational requirements.

Notice Period: Your employment with the Company can be terminated either by the Company or by you by giving the other party **30 Days** advance notice. You are required to carefully read the notice period clause in the Terms of Employment attached to this Letter of Appointment.

Your employment with Infinite will be governed by the attached Terms of Employment. You are required to read carefully and understand these Terms of Employment as a part of accepting this offer. As further detailed in the terms of employment the offer of your employment with Infinite is subject to satisfactory completion of background verification and reference checks which may occur at any time prior to or after your effective date of joining.

To indicate your acceptance of this offer and employment with Infinite, please submit a copy of this Letter of Appointment, Terms of Employment, Annexure 1 - Compensation, Annexure 2 - IFBP (If applicable) with your signature on each page. In addition, please provide all the documentation identified in Annexure 3.

We wish you exciting times and infinite possibilities with us and look forward to a mutually fruitful association

Sincerely,

For **Infinite Computer Solutions (India) Limited**

Vijaya Ganugapati
Vice President - Human Resources

Acknowledged and agreed

Ramakrishna Maddula

Date:

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16,Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Letter of Appointment

Ref. No: ICSL/Employee/10596/7755/08022021

Date : February 08 2021

Ramakrishna Maddula

8-3-231/145 C-Bock, Room No 103, Krishna Nilayam, Sri Krishna Nagar, Yousafguda, Opposite Popular Shoe Mart Street

Hyderabad

Telangana

500045, India

Dear Ramakrishna Maddula,

Congratulations! With reference to your application and subsequent discussions/interview you had with us, we are pleased to offer you the position of **Software Engineer** with **Infinite Computer Solutions (India) Limited** ("Company" or "Infinite") on the following terms and conditions.

Date of Joining: You are requested to join us on or before **February 08 2021**. In the event you are not able to join us on this specified date, the offer would stand withdrawn unless the extension of joining date is granted in writing. On the date of your joining, you are requested to meet the Joining Coordinator to complete the joining formalities at **Infinite Computer Solutions (India) Ltd. Module No.1 Q3-A3, 1st Floor, Cyber Towers, Hitech City Madhapur, Hyderabad, Telangana - 500081**.

Salary (on Cost to Company): Your salary on a 'cost to the company (CTC) basis' will be as per the details herein enclosed under Annexure 1.

Tax Implications on Salary: You will be liable to pay all applicable taxes on your income as per the prevailing laws. You are individually responsible for all declarations and implications arising thereof for all personal Income Tax purposes.

Work Location: Your initial work location will be **Hyderabad**. The work location can change based on the organizational requirements.

Notice Period: Your employment with the Company can be terminated either by the Company or by you by giving the other party **30 Days** advance notice. You are required to carefully read the notice period clause in the Terms of Employment attached to this Letter of Appointment.

Your employment with Infinite will be governed by the attached Terms of Employment. You are required to read carefully and understand these Terms of Employment as a part of accepting this offer. As further detailed in the terms of employment the offer of your employment with Infinite is subject to satisfactory completion of background verification and reference checks which may occur at any time prior to or after your effective date of joining.

To indicate your acceptance of this offer and employment with Infinite, please submit a copy of this Letter of Appointment, Terms of Employment, Annexure 1 - Compensation, Annexure 2 - IFBP (If applicable) with your signature on each page. In addition, please provide all the documentation identified in Annexure 3.

We wish you exciting times and infinite possibilities with us and look forward to a mutually fruitful association

Sincerely,

For **Infinite Computer Solutions (India) Limited**

Vijaya Ganugapati

Vice President - Human Resources

Acknowledged and agreed

Ramakrishna Maddula

Date:

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

A Ravi Sravan

D.no.2-168,Tower Street, Madiki Village, Alamuru
Mandal, East Godavari District, Andhra Pradesh, India,
Postal code-533126.

Siemens Technology and Services Pvt. Ltd.

Date 18 August 2021
Name & Email Vedvati Karandikar,
vedvati.karandikar.ext@siemens.com
Dept HR / Talent Acquisition
Company Siemens Technology and Services Pvt. Ltd.
Our reference 265419/6899425

Dear Ravi,

We're really excited you want to join Siemens and further your career with us.

We are pleased to offer you the position of **Post Graduate Trainee Engineer** starting **23 August 2021** in **Digital Process Industries in Bangalore**

Your annual compensation, calculated on a cost-to-company basis, is **Rs. 8,00,000 /- p.a. (Rupees Eight Lakhs Only)**, with the details provided in **Annexure I**.

On successful completion of your training period, you shall be confirmed unless your training period has been extended with a training extension letter provided in advance.

Your appointment is based on the terms and conditions provided in the attached Annexures with a few points to note here:

1. **Start date** – We look forward to you joining us, and in the unfortunate event you do not join us on your confirmed start date, your appointment will automatically be withdrawn. Please note that your date of joining the organization will be maintained in the electronic employee master of the Company, known as your "Seniority Date" and shall be considered as final.
2. **Office location** – You are initially appointed to work in our **Bangalore** office.
3. **Residence proof** – The address in your application shall be deemed to be correct for sending any communication to you.
4. **Date of birth** Based on your declaration we have recorded your date of birth as **15 March 1996**
5. **Offer** – The Company reserves the right to withdraw this employment offer/conditional appointment before or after the start date, due to background/reference checks not being satisfactory and or there being restrictions on your ability to work with us. However, the above-mentioned reasons are not necessarily exhaustive, and the decision of the Company is final and binding.

Siemens Technology and Services Pvt. Ltd.
Management Pankaj Vyas

84, Keonics Electronics City
Hosur Road
Bengaluru 560100
Karnataka, India

Tel.: +91 80 33134651
Fax: +91 80 67115261
Web: www.siemens.co.in/sts
E-mail: contact.sts.in@siemens.com

Registered Office: Plot No. 2, Sector No. 2, Kharghar Node, Navi Mumbai – 410216; Telephone +91 22 39672000; Fax +91 22 27740168;
Corporate Identity Number: U99999MH1988PTC093854. Former name: Siemens Information Systems Ltd.
Other Offices: Bengaluru, Chennai, Gurgaon, Mumbai, Noida, Pune.

SIEMENS

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-530 006

We welcome you as a member of Siemens family and look forward to your long and fruitful association with us. Kindly return the duplicate of this letter, signed in the place indicated, confirming your understanding and acceptance of the above and enclosed Annexures.

Yours faithfully,

Siemens Technology and Services Pvt. Ltd.

Krishnaswamy Rajeshwari
Rajeshwari Krishnaswamy,
Chief Manager – Human Resources

APPOINTMENT LETTER- Confidential

Date: 12-07-2021

REF: BOP/APPT/07-2021

To,
Mr. Sainadh Tirumalasetti
7-47, Goollagudem,
Polavaram, A.P, 534315

Dear Sainadh,

On behalf of M/s. BOP Consultants Pvt. Ltd., we are pleased to offer you an employment position with BOP Consultants Pvt. Ltd., Bangalore ("BOP") and your designation shall ***"DevOps Engineer" with BOP.***

Please find enclosed the full terms and conditions of this Appointment Letter. If the terms are acceptable, please sign, date and return a copy of the employment agreement, the company application form, and other relevant documentation to the undersigned within 5 days from the date of receipt of this letter. This document will be the official appointment letter on your acceptance. Your employment confirmation is subject to successful background verification from our end.

Please bring the following original documents with you for verification on your first day of work:

- Photo identification including any two of your current PAN card, voter's identification, Aadhar Card, driver's license or passport.
- Copies of all documents relating to your skills, experience and qualifications, as required by BOP.
- Where applicable, copies of all visas you have to enable you to work in India

ATTESTED

PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

BOP Consultants Pvt. Ltd.

Phone No. +91 80 26644880 | www.teamBOP.in
CIN: U93000AP2008PTC062381

#632/18-2, 4th Floor, 10th B Main, 4th Block
Jayanagar, Bangalore - 560 011, Karnataka, India

11-12-2021,
Vsakahpatnam.

Offer Letter

M/S Expand Software Solutions (P).Ltd
ISNAR PLAZA
Dwaraka Nagar
Visakhapatnam, INDIA.

Subject: Job Offer Letter

Dear **DurgaSankar**,

Expand Software Solutions (P) Ltd, an ITVibes, Inc. USA group company has pleasure in appointing you as a **Software Developer** in our organization as per the terms and conditions mentioned hereunder. You are advised to join on 19-01-2021 at our Vizag office.

The terms and conditions of the employment are:

1. Remuneration

The annual starting salary for this position is Rs.3,00,000/- to be paid on a monthly basis by direct deposit on last day of the month. In addition to this, we're offering you annual leave encashment.

2. Benefits

- Insurance coverage after completion of one year
- Educational assistance
- Flexible work hours
- Work from home options

3. You will be under probation for a period of 2 months from the date of your joining. On successful completion of your probation, you will be absorbed into the position.

4. The office timings will be 9.00 AM to 6.00 PM. (Timing may change as per US time zone.) Other than Public holidays you may get Twelve Casuals leaves per a

Expand Software Solutions Pvt. Ltd
Flat #401, Plot No:29/XI, Sai Lakshmi Residency, MVP Colony Vizag-530017
Website: www.expandsoftwaresolutions.com/

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NRI & Chaitanya Knowledge City
RAJAHMUNDRY-533 296



20-Jul-2021

Dear Sheik Rizwana,
B.Sc, Mathematics, Statistics & Computer Science
Sree Vidya Degree College

Candidate ID – 17262584

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **251,999/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

JOB SEARCH

MY JOB PAGE

OFFERS

TASKS

Offer Letter

Please consider this offer and respond electronically.

Printable format

virtusa

September 30, 2020

Mr. Sameer Sheik

Door No: 3-98, Water Tank Street
Peda Rayavaram village, Rangampeta Mandal
Rajahmundry
ANDHRA PRADESH
India

Dear Sameer Sheik,

Thank you for your keen interest in Virtusa Consulting Services Pvt. Ltd. (Unit - I), India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of joining, the following will be applicable.

1. Job : **Associate Engineer-Technology**
2. Tier : **Tier 4**

Your date of joining would be **October 7, 2020**.

You will be based at Virtusa's **Hyderabad** office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be **Rs.400,000.00/- per annum** as per **Annexure-I**.

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before **October 30, 2020**.

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely

for Virtusa Consulting Services Pvt. Ltd. (Unit - I), India,

I hereby accept employment on the terms set forth
in this Letter as of this ____ day of ____

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Sameer Sheik

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE

NAME : Sameer Sheik
DESIGNATION : Associate Engineer-Technology
TIER : Tier 4

Candidate ID: 4518613 /778240,

Date of Joining: 05/18/2021,

Joining Location: Bangalore,

Designation: Analyst,

Dear Chodapaneedi Sai sushama Bharathi ,

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 Bangalore office, for joining formalities as per the address mentioned below:

Address

164-165, EPIP Phase II,
EPIP Industrial Area,Whitefield, Bengaluru 560066

ATTESTED
PRINCIPAL
Godavari Institute of Engineering & Tech.(A)
NH-16,Chaitanya Knowledge City
RAJAHMUNDRY-533 296

BridgeN Tech Consulting LLP

Letter of Appointment

Date: Tuesday, June 22, 2021

Name: Veera Manikanta Pasupuleti

Dear Veera Manikanta,

Appointment as Java Full Stack Developer

We refer to your recent interview for the above position and are pleased to advise that we are offering you the work with our Company effective from 01st July, 2021 under the following terms and conditions:

1. SALARY

Your salary will commence at CTC of Rs. 6,26,000/- (Six Lakhs Twenty-Six Thousand Only) as per table mentioned as Annexure1. The Fringe benefits are additional other than mentioned CTC above.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 6 months. Official confirmation of your appointment will be notified to you in writing.

3. WORKING HOURS

Your working hours will be as follows:

Mon - Fri: 10:30 AM to 7:30 PM (Depending on Shifts)

Lunch Break: 1 Hour (Flexible)

At times, you may be required to work irregular hours, including Saturday and Sunday. Appropriate time off will be considered for work performed outside regular operational hours.

4. LEAVE OF ABSENCE

Whether medical or annual, leave of absence will be given following the Company's Employee Handbook. Application on prescribed form for leave must be made one week in advance.

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
Raghavendra Nagar, Nacharam,
RAJAHMUNDRY-533 296

BridgeN Tech Consulting LLP

Registration No: AAX-0924, C 109, Jasmine, Concrete Palazzo, Street 5, Raghavendra Nagar, Nacharam,
Hyderabad-500076 Telangana, India, Phone: +1 (312) 675-8687, E-mail: info@bridgentech.com,

www.bridgentech.com

BE YOURSELF, MAKE A DIFFERENCE.

accenture

05-Jul-2021

C5181211

Gollapalli Y V Sridhar

1-72/9,OPP SBI BANK STREET,VALASAPAKALA,SARPAVARAM,KAKAINADA, EAST GODAVARI 533005 533103

Management Level - 13

Sublevel - 3

Job Profile - Digital Content Management New Associate

Job Family Group - Business Process Delivery

Business Deal - Digital Operations

Dear Gollapalli,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Hyderabad**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDRY-533 296

Version 7.3 June 2020

1

Reference Id: 4f086d55-2e2f-4888-9389-6baa1f785ead_2
Signed By: Jal Rumi Master



**ANDHRA PRADESH
STATE COUNCIL OF
HIGHER EDUCATION**

APPGE CET - 2020



JOINING REPORT

Hall Ticket No.: **6431011251**

Name: **RAMBHUKTA SANTOSH KUMAR**

Rank: **135.00**

Father's Name: **RAMBHUKTA PAPARAO**

Based on your acceptance to join JNTK1, JKCADM through Self Reporting System on Date : 06/03/2021

Your joining details are confirmed vide Admission No : 21176.

Note: Submit this along with Provisional Allotment Order already downloaded to the college.



**CONVENOR
APPGE CET - ADMISSIONS 2020**

*** This computer generated Joining Report does not require any authentication. ***

-----Printed as on Dt: 06-03-2021 -----

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296

VICE-PRINCIPAL
University College of Engineering, Kakinada
JNTUK, KAKINADA



New Jersey Institute of Technology
University Heights
Newark, NJ 07102-1982
973.596.3300
admissions@njit.edu

University Admissions

October 12, 2021

Sai Krishna Gadde
1-13 Paludevaralapadu Mupalla
Guntur, Andhra Pradesh 522408
India

NJIT ID:31575945

Dear Sai Krishna:

Congratulations! On behalf of the Admissions Committee at **New Jersey Institute of Technology**, it is my pleasure to offer you admission to the **Master of Science in Mechanical Engineering** program for **Spring 2022**. For over 130 years, NJIT has provided students with a cutting-edge, technology-driven education. Today, we are one of the nation's top universities preparing students to be future leaders in technology.

To secure your place at NJIT, please go to tuitiondeposit.njit.edu and submit your \$250 deposit no later than December 15, 2021. Please follow the instructions found in your acceptance folder for your next steps or visit njit.edu/admitted.

The details of your admission are as follows:

NJIT ID: 31575945

Admission Conditions: None.

Classes begin on Tuesday, January 18, 2022.

We are confident that you have much to contribute to the NJIT community and are delighted to welcome you to this program. Please don't hesitate to contact us if you have any questions.

Once again, congratulations on your admission to NJIT!

Sincerely,

Stephen M. Eck
Executive Director of University Admissions

ATTESTED

PRINCIPAL

Godavari Institute of Engineering & Tech.(A)
NH-16, Chaitanya Knowledge City
RAJAHMUNDY-533 296