



Offer: Computer Consultancy
Ref: TCSL/DT20195603288/Hyderabad
Date: 13/09/2019

Ms. Lakshmi Prasanna Gadela
6-67Ramalayam Veedi,
Ramalayam,
Ravipadu-522603,
Andhra Pradesh.
Tel# -9581184436

Dear Lakshmi Prasanna Gadela,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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Tata Consultancy Services Limited

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

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

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

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

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INSTITUTIONS



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB

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amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

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HYDRABAD: 093015



HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

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8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the

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said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external

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background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original Documents** for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below

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documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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DIRECTOR OF INSTITUTIONS

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Lakshmi Prasanna Gadela
Designation	Assistant System Engineer-Trainee
Institute Name	Rise Krishna Sai Gandhi Group Of Institutions

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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(Handwritten Signature)
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Annexure 2

Ahmedabad Lead – ILP Tata Consultancy Services Limited, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore Lead - ILP Tata Consultancy Services Limited, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR Lead – ILP Tata Consultancy Services Limited, Barabati, IRC Block, Ground Floor, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai Lead – ILP Tata Consultancy Services Limited, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon Lead - ILP Tata Consultancy Services Limited, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida Lead - ILP Tata Consultancy Services Limited, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati Lead – ILP Tata Consultancy Services Limited, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006,Assam	Hyderabad Lead - ILP Tata Consultancy Services Limited, Q City, Nanakramguda, Hyderabad,
INDORE Lead - ILP Tata Consultancy Services Limited, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA Lead - ILP Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI Lead - ILP Tata Consultancy Services Limited, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI Lead - ILP Tata Consultancy Services Limited, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane West, Thane, Maharashtra - 400606
NAGPUR Lead - ILP Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE Lead - ILP Tata Consultancy Services Limited, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum Lead – ILP Tata Consultancy Services Limited, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581	


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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.


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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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Offer: Computer Consultancy

Ref: TCSL/DT20195243097/Hyderabad

Date: 24/09/2019

Ms. Amrutha Koduri
28-1-60Enugu Chettu,
South Street,
Ongole-523001,
Andhra Pradesh.
Tel# 91-9247801919

Dear Amrutha Koduri,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Cyber Security Practise (CSP)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB

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[Handwritten Signature]
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DR. KRISHNA SAI GANDHI
SRINIVASA INSTITUTE OF TECHNOLOGICAL STUDIES
ONGOLE.



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

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HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

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8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the

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said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external

(Handwritten signature)
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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below

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documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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10



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Amrutha Koduri
Designation	Assistant System Engineer-Trainee
Institute Name	Jawaharlal Nehru Technological University, Kakinada

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682012	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.


Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.


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9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.


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Offer: Computer Consultancy

Ref: TCSL/DT20195495713/Hyderabad

Date: 24/09/2019

Mr. Venu Vayigandla
Sainivas Residency , Plot No :- 110 ,Lawyer Pet,
Sai Baba Temple,
Ongole-523001,
Andhra Pradesh.
Tel# 91-6300326050

Dear Venu Vayigandla,

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 assigned a role in the **Cyber Security Practise (CSP)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB

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amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay.

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.


XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).


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HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/ revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.


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8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the

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said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external

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background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents


Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below


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documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Click [here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Venu Vayigandla
Designation	Assistant System Engineer-Trainee
Institute Name	Rise Krishna Sai Gandhi Group Of Institutions

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

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Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

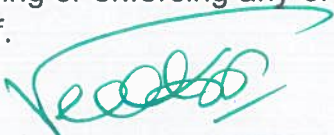
10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.


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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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Offer: Computer Consultancy
Ref: TCSL/DT20195377307/Hyderabad
Date: 13/09/2019

Mr. Ramanjaneyulu Koppola
10-3-023/4Kota Reddy Nagar,
Prakasam,
Kandukuru-523105,
Andhra Pradesh.
Tel# 91-7780131257

Dear Ramanjaneyulu Koppola,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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

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[Handwritten Signature]
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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB

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amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

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HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/ revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

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8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the Intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the

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said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external

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background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation (if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below

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9



documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Ramanjaneyulu Koppola
Designation	Assistant System Engineer-Trainee
Institute Name	Rise Krishna Sai Gandhi Group Of Institutions

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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Annexure 2

Ahmedabad Lead – ILP Tata Consultancy Services Limited, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore Lead - ILP Tata Consultancy Services Limited, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR Lead – ILP Tata Consultancy Services Limited, Barabati, IRC Block, Ground Floor, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai Lead – ILP Tata Consultancy Services Limited, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon Lead - ILP Tata Consultancy Services Limited, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida Lead - ILP Tata Consultancy Services Limited, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati Lead – ILP Tata Consultancy Services Limited, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006,Assam	Hyderabad Lead - ILP Tata Consultancy Services Limited, Q City, Nanakramguda, Hyderabad,
INDORE Lead - ILP Tata Consultancy Services Limited, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA Lead - ILP Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium,2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI Lead - ILP Tata Consultancy Services Limited, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI Lead - ILP Tata Consultancy Services Limited, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane West, Thane, Maharashtra - 400606
NAGPUR Lead - ILP Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE Lead - ILP Tata Consultancy Services Limited, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum Lead – ILP Tata Consultancy Services Limited, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581	

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

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TCSL/DT20195377307

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



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

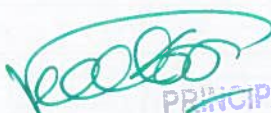
"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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


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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.


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

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



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.


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TATA CONSULTANCY SERVICES

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

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

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



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

10/17/2020

Rise Groups educational institutions Mail - Re: Request for update on joining date.



Rise Groups of Institutions Placements <placements@risegroup.edu.in>

Re: Request for update on joining date.

3 messages

Rise Groups of Institutions Placements <placements@risegroup.edu.in>
To: Sunil Daniel <sunil.daniel@extramarks.in>

20 January 2020 at 16:19

Dear sir,

Can we get updates on extension of joining date please.

On Thu, 16 Jan 2020, 16:46 Rise Groups of Institutions Placements, <placements@risegroup.edu.in> wrote:

Dear Sunil,

Greetings from RISE Krishna sai group of institutions:: ongole.

I am N.V.Raghu babu , Placement officer.

Kindly request you please provide another joining date after 3rd week of April, 2020, due to selected students are having continuous projects and Followed by MID exams.

Please do a needful.

I would be thankful to you ,

Your positive response will help us.

We are expecting long-term relationship in the days to come.

Thanks & Regards

N.V. RAGHU BABU,

Training & Placement Officer ,

RISE Krishna Sai Group of Institutions (Integrated Campus)

NH-16, Valluru (Village & Post),

ONGOLE-523272,

Prakasam District, A.P.

Mobile :9491708675|8919717868

E-Mail : placements@risegroup.edu.in

ragutpo@gmail.com

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

10/17/2020

Rise Groups educational institutions Mail - Re: Request for update on joining date

Website : www.risekrishnasai prakasam.edu.in

On Thu, 16 Jan 2020, 16:42 Rise Groups of Institutions Placements, <placements@risegroup.edu.in> wrote:
Dear Sunil,

Greetings from RISE Krishna sai group of institutions

I am N.V.Raghu babu , Placement officer.

Kindly request you please provide another joining date after 3rd week of April, 2020, due to selected students are having continuous projects and Fallowed by MID exams.

Please do a needful.

I would be thankful to you ,

Your positive response will help us.

We are expecting long-term relationship in the days to come.

Thanks & Regards

N.V.Raghu babu

Placement officer

RISE krishna Sai Groups:: ongole

Mobile: 9491708675

On Tue, 26 Nov 2019, 16:01 Rise Groups of Institutions Placements, <placements@risegroup.edu.in> wrote:
Dear sir,

I confirm the same.

Thank you.

On Tue, 26 Nov 2019, 15:46 Sunil Daniel <sunil.daniel@extramarks.in wrote:

Dear Sir,


Thank you for the response, hence we will consider all the candidates joining us on 27th January 2020

Kindly confirm.

Regards,

Sunil Daniel

Extramarks Education India Pvt.Ltd


PRINCIPAL
RISE KRISHNA SAI GANDI
GROUP OF INSTITUTIONS
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10/17/2020

Rise Groups educational institutions Mail - Re: Request for update on joining date.

Mobile +91 9886400730

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Website: www.extramarks.com

Mail: sunil.daniel@extramarks.in

From: Rise Groups of Institutions Placements [<mailto:placements@risegroup.edu.in>]

Sent: Tuesday, November 26, 2019 3:24 PM

To: Sunil Daniel

Subject: Re: INVITATION FOR CAMPUS RECRUITMENT DRIVE : RISE KRISHNA SAI GROUPS :: ONGOLE, ANDHRA PRADESH.

Dear Sir,

Greetings from RISE Krishna Sai Groups !

thanks for your mail.

Tentative joining date will be the last week of january-2020.


On Tue, 26 Nov 2019 at 11:48, Sunil Daniel <sunil.daniel@extramarks.in> wrote:

Dear Mr. Raghu Babu,

Greetings from Extramarks Education India Pvt. Ltd.

Request you to kindly provide the tentative dates of joining for the below mentioned selected candidates at the earliest for us to initiate the process of rolling out their offer letters.

Sl. No.	Names of Selected Candidates	Tentative Date of Joining
1	Shaik Ahad	
2	Sri Sai Satheesh Gollapudi	
3	Susritha Bommisetty	
4	K Poojitha	


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RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

10/17/2020

Rise Groups educational institutions Mail - Re: Request for update on joining date

5	Vema Lakshmi Swetha	
6	Srinivas Chakravarthy Bandaru	
7	Abdul Rahman Shaik	
8	Maddali Narendra Kumar	
9	Swetha Vempadapu	

Regards,

Sunil Daniel

Extramarks Education India Pvt.Ltd

Mobile +91 9886400730

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Website: www.extramarks.com

Mail: sunil.daniel@extramarks.in

From: Sunil Daniel [<mailto:sunil.daniel@extramarks.in>]

Sent: Wednesday, November 13, 2019 3:29 PM

To: 'placements@risegroup.edu.in'

Cc: 'Pushpinder Kaur Sidhu'; 'Harshit Bhandula'

Subject: RE: INVITATION FOR CAMPUS RECRUITMENT DRIVE : RISE KRISHNA SAI GROUPS :: ONGOLE, ANDHRA PRADESH.

Dear Mr. N.V. Raghu Babu,

Greetings from Extramarks Education India Pvt. Ltd.

Post successful completion of the recruitment drive at your esteemed institution, please find below the names of the selected candidates.

We also would like to thank you for the hospitality extended towards our panelist and for the coordination during the entire recruitment drive.

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

10/17/2020

Rise Groups educational institutions Mail - Re: Request for update on joining date.

Kindly let us know the exact joining dates of the below mentioned selected candidates in the first or second week of January 2020, so we can start the process of rolling out their offer letters accordingly.

1. Shaik Ahad
2. Sri Sai Satheesh Gollapudi
3. Susritha Bommisetty
4. K Poojitha
5. Vema Lakshmi Swetha
6. Srinivas Chakravarthy Bandaru
7. Abdul Rahman Shaik
8. Maddali Narendra Kumar
9. Swetha Vempadapu

Regards,

Sunil Daniel

Extramarks Education India Pvt.Ltd

Mobile +91 9886400730

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Website: www.extramarks.com

Mail: sunil.daniel@extramarks.in

From: Harshit Bhandula [<mailto:harshit.bhandula@extramarks.in>]

Sent: Wednesday, November 13, 2019 2:46 PM


To: placements@risegroup.edu.in

Cc: Pushpinder Kaur Sidhu; Sunil Daniel

Subject: Re: INVITATION FOR CAMPUS RECRUITMENT DRIVE : RISE KRISHNA SAI GROUPS :: ONGOLE, ANDHRA PRADESH.

Dear Rise Group,

Greetings From Extramarks Education India Pvt Ltd.



PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

Here is the list of selected candidates:-

1. Shaik Ahad
2. Sri Sai Satheesh Gollapudi
3. Susritha Bommisetty
4. K Poojitha
5. Vema Lakshmi Swetha
6. Srinivas Chakravarthy Bandaru
7. Abdul Rahman Shaik
8. Maddali Narendra Kumar
9. Swetha Vempadapu

Regards,

Harshit Bhandula.


AGM-Extramarks Education India Pvt Ltd.

From: "Harshit Bhandula" <harshit.bhandula@extramarks.in>
To: "Neha Thakur" <neha.thakur@extramarks.in>
Cc: "Shubham Sharma" <shubham.sharma@extramarks.in>, "Abhishek Pareek" <abhishek.pareek@extramarks.in>, "shahrukh usmani" <shahrukh.usmani@extramarks.com>, "Pushpinder Kaur Sidhu" <pushpinder.kaur@extramarks.in>
Sent: Sunday, November 10, 2019 5:30:05 PM
Subject: Re: INVITATION FOR CAMPUS RECRUITMENT DRIVE : RISE KRISHNA SAI GROUPS :: ONGOLE, ANDHRA PRADESH.

Dear Neha

Me and Pushpinder will be out on a placement drive from 12th to 15th november .

Regards


PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU, ONGOLE.

From: "Sunil Daniel" <sunil.daniel@extramarks.in>
To: "Rise Groups of Institutions Placements" <placements@risegroup.edu.in>
Cc: swamulutpo@gmail.com, "Vepada Naveen" <vepada.naveen@extramarks.in>, "Harshit Bhandula" <harshit.bhandula@extramarks.in>
Sent: Wednesday, November 6, 2019 11:56:25 AM
Subject: RE: INVITATION FOR CAMPUS RECRUITMENT DRIVE : RISE KRISHNA SAI GROUPS :: ONGOLE, ANDHRA PRADESH.

Dear Mr. Swamulu,

Greetings from Extramarks Education India Pvt. Ltd.

In continuation to our conversation, we are happy to conduct a recruitment drive at your campus on the 12th and 13th November 2019. As requested, I have attached our JD for your reference.

There will be 2 panelists who will be conducting the recruitment drive at your campus and the details of the panelists as well as their itinerary is mentioned below for your reference.

Name of Panelists:

- Mr. Harshit Bhandula (25 Year Old Male)
- Mr. Vepada Naveen (24 Year Old Male)

Onward Flight Details:

- Mr. Harshit Bhandula – Bangalore to Vijayawada on 11th November 2019, Evening Flight post 17:00 Hrs
- Mr. Vepada Naveen – Bangalore to Vijayawada on 11th November 2019, Evening Flight post 17:00 Hrs

Return Flight Details:

- Mr. Harshit Bhandula – Vijayawada to Bangalore on 13th November 2019, Late Evening Flight (post 21:00 Hrs)
- Mr. Harshit Bhandula – Vijayawada to Bangalore on 13th November 2019, Late Evening Flight (post 21:00 Hrs)

Intercity Transport / Shuttle:

- The Panelist will be need to be picked up from Vijayawada Airport to Accommodation on the 11th November 2019
- Accommodation to Campus for Recruitment and return
- Return drop to Cuttack airport on 13th November 2019

Accommodation Details:

- Two individual rooms at a renowned hotel

Food & Beverages:



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➤ As and when needed for panelists

Please feel free to revert in case of further clarification or assistance.

Regards,

Sunil Daniel

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Website: www.extramarks.com
Mail: sunil.daniel@extramarks.in

From: Rise Groups of Institutions Placements [<mailto:placements@risegroup.edu.in>]
Sent: Thursday, October 31, 2019 11:26 AM
To: sunil.daniel@extramarks.in
Subject: INVITATION FOR CAMPUS RECRUITMENT DRIVE : RISE KRISHNA SAI GROUPS :: ONGOLE, ANDHRA PRADESH.

Dear Recruitment Team,

Greetings from RISE Krishna Sai Group Of Institutions, Ongole!!!

It gives me immense pleasure to extend to you a most cordial invitation to participate in the placement season 2019 - 2020 at RISE KRISHNA SAI GROUP OF INSTITUTIONS, Ongole. It is approved by AICTE, NEW DELHI and Affiliated to JNTU, KAKINADA. List of colleges under RISE Groups, Ongole are

1. RISE Krishna Sai Prakasam Group of Institutions.
2. RISE Krishna Sai Gandhi Group of Institutions.

On the academic front RISE Group of Institutions is innovating and scaling while maintaining quality: we have UG & PG programs in Engineering and Business disciplines i.e., CSE, ECE, CIVIL, MECH, EEE, MCA and MBA. Our institutions has consistent track record of 100% admissions from last 5 years.

Our institutes constantly groom the young generation students with highly engaging and right mix of academic and industry inputs in preparing them to take-up real world career challenges. It is the result of unrelenting, sustained effort with clear cut focus on all areas that contribute in ensuring that our curriculum is cutting edge and

industry relevant. Our students get the right exposure to work in a multi-cultural environment, with strong emphasis laid on inculcating ethics, team-based learning methods, introspection and values. They understand the importance of attention to details and time management. Yet they have one goal in mind – to succeed as socially responsible professionals and individuals.

In the past years RISE Institutes have done commendably well in ensuring placement of our students in top MNCs and private sector enterprises. Over 50+ organizations from various sectors like IT, FMCG, manufacturing, telecom, banking, insurance, advertising, construction, automobile, healthcare, consultancy firms etc. visited and placed our students in 2018 - 19.

Our students were participated in several hackathons, code challenges conducted by top startups & IT consultancy firms. Students are trained on cutting edge technologies with real time use cases by real time experts. Training & Placement Cell of institutions, has required infrastructure like seminar hall, video conferencing facility, and excellent accommodation and transportation arrangement etc. to organize campus placement activities.

Every student is hand-picked to go through a series of interviews, group discussions, soft skill interventions etc. before they are considered for the placements. Our institute specific placement cells facilitate recruiters in taking appropriate hiring decisions while supporting students in making strategic career decisions.

I welcome you to RISE Institutions, Ongole for **Placement Season 2019-20**. Here, you will find a talent pool of outstanding professionals with inquisitive minds, ready to take on the challenges of the business world.

--

Thanks & Regards

N.V. RAGHU BABU,

Training & Placement Officer,

RISE Krishna Sai Group of Institutions (Integrated Campus)

NH-16, Valluru (Village & Post),

ONGOLE-523272,

Prakasam District, A.P.

Mobile :9491708675 | 8919717868

E-Mail : placements@risegroup.edu.in

ragutpo@gmail.com

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VALLURU:: ONGOLE.

10/17/2020

Rise Groups educational institutions Mail - Re: Request for update on joining date.

Website : www.risekrishnasaiprakasam.edu.in

--

Thanks & Regards

N.V. RAGHU BABU,

Training & Placement Officer,

RISE Krishna Sai Group of Institutions (Integrated Campus)

NH-16, Valluru (Village & Post),

ONGOLE-523272,

Prakasam District, A.P.

Mobile :9491708675 |8919717868

E-Mail : placements@risegroup.edu.in

ragutpo@gmail.com

Website : www.risekrishnasaiprakasam.edu.in

--

Thanks & Regards

N.V. RAGHU BABU,

Training & Placement Officer,

RISE Krishna Sai Group of Institutions (Integrated Campus)

NH-16, Valluru (Village & Post),

ONGOLE-523272,

Prakasam District, A.P.

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Website : www.risekrishnasaiprakasam.edu.in



PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

Sunil Daniel <sunil.daniel@extramarks.in>
 To: Rise Groups of Institutions Placements <placements@risegroup.edu.in>
 Cc: Harshit Bhandula <harshit.bhandula@extramarks.in>

21 January 2020 at 10:48

Dear Sir,

Greetings from Extramarks Education India Pvt. Ltd.


Per your request and due to the change of exam schedules by the University, we are glad to inform you that the below mentioned selected candidates can join us on the 20th of April 2020.

RISE KRISHNA SAI GROUPS :: ONGOLE, ANDHRA PRADESH

Sl. No.	Names of Selected Candidates
1	Shaik Ahad
2	Sri Sai Satheesh Gollapudi
3	Susritha Bommisetty
4	K.Poojitha
5	Vema Lakshmi Swetha
6	Sriniivas Chakravarthy Bandaru
7	Abdul Rahman Shaik
8	Maddali Narendra Kumar
9	Swetha Vempadapu

[Quoted text hidden]

[Quoted text hidden]


 PRINCIPAL
 RISE KRISHNA SAI GANDHI
 GROUP OF INSTITUTIONS
 VALLURU:: ONGOLE.

Rise Groups of Institutions Placements <placements@risegroup.edu.in>
 To: Sunil Daniel <sunil.daniel@extramarks.in>
 Cc: Harshit Bhandula <harshit.bhandula@extramarks.in>

21 January 2020 at 11:21

Dear sir,

Thanks a lot.

10/17/2020

Rise Groups educational institutions Mail - Re: Request for update on joining date

[Quoted text hidden]



PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTION.
VALLURU:: ONGOLE.

HRD/3T/1000543157/20-21

January 28, 2021

Ms. Divya Vadde
1-64,
Diguvamasapalli,
Chittoor-517001
India

Ph: +91-8008676965

Dear Divya,

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

Certification signature by Richard Lobo
<richard_lobo@infosys.com>, Validity Unknown

Digitally signed by Richard Lobo
Date: 2021.01.28 16:07:17 IST
Reason: Digitally Signed
Location: Bangalore


PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

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

HRD/1000543157/20-21

January 28, 2021

Ms. Divya Vadde
1-64,
Diguvamasapalli,
Chittoor-517001
India

Ph: +91-8008676965

Dear Divya,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **29-Mar-2021**.

Location

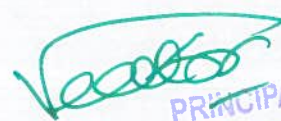
Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending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

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

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

Training

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


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Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

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

Training Performance - linked Incentive

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

[Handwritten Signature]
PRINCIPAL
MACE KRISHNA SAI GANDHI
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Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2020-21 will be as follows:

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

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

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


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Notice Period

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

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

Background Checks

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


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

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

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

Other Terms and Conditions

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


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Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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


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As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited


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

Date: _____, 20____

Sign your name

Print your full Name Location

Certification signature by Richard Lobo
<richard_lobo@infosys.com>, Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.01.30 16:07:17 IST
Reason: Digitally Signed
Location: Bangalore


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RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

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

ANNEXURE - I
(Compensation during the Training)

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

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

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

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				


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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Divya Vadde			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				

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APPOINTMENT LETTER

22 Jun, 2020

Dear **Sravani Mandadi**,

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,

Signature Not Verified

Digitally signed by SUMIL KALACHAR
Date: 2020.06.22 16:52:30 IST
Reason: Campus Offer Letter
Location: Bengaluru

PRINCIPAL
RISE KRISHNA SAI GANDHI

CHIEF OF INSTITUTION
BANGALURU

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted
Page 1 of 19

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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:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:


- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted
Page 2 of 19


PRINCIPAL
RISE KRISHNA SAI GANDI
9222871



- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

Nandini
PRINCIPAL

RISH KESHNA SAI GANDHI
CHIEF COMPLIANCE OFFICER
WIPRO LIMITED

Registered Office:

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Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.


- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

Registered Office:

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Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

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C : L32102KA1945PLC020800

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Page 4 of 19


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GROUP INSTITUTIONS
9222871



d. Your appointment shall be treated as withdrawn in case:

- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
- iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
- iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
- v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to pay** to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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Page 5 of 19

9222871

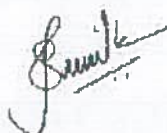

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12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,



Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.


I shall be reporting for duty on ___ / ___ / ___

Name: _____

Signature: _____ Date: ___ / ___ / ___

Place: _____




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Page 6 of 19

9222871



ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name:

Date: ___/___/___

Signature:.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:
 - a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c) Unauthorized disclosure or communication of UPSI.
 - d) Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com

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Page 8 of 19

9222871



ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I _____, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: ___/___/___

Signature.....

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Page 9 of 19

9222871



ANNEXURE III

SALARY OFFER SHEET

Name : Sravani Mandadi

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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Page 10 of 19

9222871



*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

Date: ___/___/___

Signature:.....

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Page 11 of 19

9222871



ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

Name:

Date: ___/___/___

Signature:.....

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ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2020-21.

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Page 13 of 19

9222871



SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.


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Page 14 of 19

9222871

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.
Employees will be eligible for payment of gratuity as per the Wipro policy on the same.



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Sensitivity: Internal & Restricted
Page 15 of 19

9222871



Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro->My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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Sensitivity: Internal & Restricted
Page 16 of 19

9222871



SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI)**. This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.
If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.
3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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Page 17 of 19

9222871



Gratuity Benefit:** Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program:**

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.


I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.


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Sensitivity: Internal & Restricted
Page 18 of 19

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1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

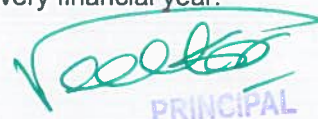
A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.


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28-Jan-2020

Dear Sai Krishna Vetcha,
B.Tech/B.E., Computer Science & Engineering
Rise Gandhi Group Of Institution



Candidate ID – 14024559

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

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

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

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

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

Please note

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

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature :

Date:

**PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.**

Annexure A

Name: Sai Krishna Vetcha

Designation: Programmer Analyst Trainee

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

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

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

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

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

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

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

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


PRINCIPAL

SAI KRISHNA SAI GANDE
GROUP OF INSTITUTIONS
VALLURU - 01

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details



PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VILLAGE: ONGOLE.

28-Jan-2020

Dear Divyasree Kolli,
B.Tech/B.E.,
Computer Science & Engineering
Rise Gandhi Group Of Institution



Candidate ID - 14024457

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

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

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

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

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

Please note

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

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

Annexure A

Name: Divyasree Kolli

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
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	Gratuity		5,986
	Annual Total Remuneration		401,986

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

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

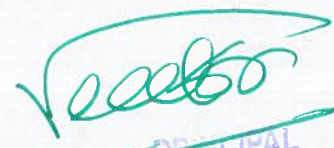
Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".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

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

1. Choose from a bouquet of allowance or benefits
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PRINCIPAL
 P. S. VISWANATHAN
 GROUP OF INSTITUTIONS
 VALLURU, ONGOLE.

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Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details



PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

28-Jan-2020

Dear Sreelekha Venkata Sai Ghorakavi,
B.Tech/B.E., Computer Science & Engineering
Rise Gandhi Group Of Institution



Candidate ID - 14024480

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

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

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

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature :

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

Annexure A

Name: Sreelekha Venkata Sai Ghorakavi

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
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- Group Term Life Insurance Coverage
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RISE KRISHNA SAI GANDI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

99



Mail

ZenQ - Rise College Pool Campus Selects

Inbox x

Chat



satish immadisetty <satish.immadisetty@zenq.com>

to tpo@risekrishnasaiiprakasam.edu.in, me, srinivasatnp, Mahipaul

Mo

Spaces

Dear Raghu,

Meet

Please find the ZenQ final selects from Pool Campus drive happened on 19 December 2019.

Thanks for your extended support and hospitality.

SL.NO	Name	Contact	Branch	College Name
1	Lakshmi Bhavani Kota	7036680054	B.Tech - CSE	Rise College
2	Supriya Konijeti	7013585395	B.Tech - ECE	Rise College
3	Shaik Nazma	9390412985	B.Tech - ECE	Rise College
4	Vishnu Krishna Kothuri	8184831595	B.Tech - CSE	Rise College
5	Amrutha Varshini Chunduri	8106843919	B.Tech - ECE	QIS College

Regards,

Satish Kumar Immadisetty


PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTION,
VALLURU:: ONGOLE.

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: *RISE KRISHNA SAI GANDHI GROUP* Date: *27-01-2020*
OF INSTITUTIONS - *ongole*

Dear *G. Venkata Navyasri*

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

alloy

Authorized Signatory

Venkata Navyasri

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

G. Venkata Navyasri

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4200.7884
CIN:U72200TN2000PTC045578



Campus Recruitment
2020 - 2021

RISE Group of
Institutions - Ongole

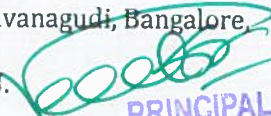
Sl No	Ref Code	Code	Name of the Candidate
1	CI / 2020-2021/ 2991	A	Dasari Ajay
2	CI / 2020-2021/ 2992	A	Earla Sai Kumar
3	CI / 2020-2021/ 2993	A	Paritala Sudheer
4	CI / 2020-2021/ 2994	A	Chittiboina Sravani
5	CI / 2020-2021/ 2995	A	Kavati Pavani
6	CI / 2020-2021/ 2996	A	Ravuri Meri Mounika
7	CI / 2020-2021/ 2997	A	Malleboina Devi
8	CI / 2020-2021/ 2998	A	Ravula Mounika
9	CI / 2020-2021/ 2999	A	Thatha Lakshmi Prasanna
10	CI / 2020-2021/ 3000	A	Shaik Jabeena
11	CI / 2020-2021/ 3001	A	Gummadi Sai Kumar
12	CI / 2020-2021/ 3002	A	Bonala Chenchu Lakshmi
13	CI / 2020-2021/ 3003	A	Naredla Anjali
14	CI / 2020-2021/ 3004	A	Shaik Sajid
15	CI / 2020-2021/ 3005	A	Pharay Ganga Bhavani
16	CI / 2020-2021/ 3006	A	Raveendra Aminigadda
17	CI / 2020-2021/ 3007	A	Rayabrolu Supriya Sai Lakshmi
18	CI / 2020-2021/ 3008	A	Kode Vanapriya
19	CI / 2020-2021/ 3009	A	Malisetty Venkata Naga Sai Divya
20	CI / 2020-2021/ 3010	A	Anusha Kodamala
21	CI / 2020-2021/ 3011	A	Syed Sameera
22	CI / 2020-2021/ 3012	A	Dasari Sruthi
23	CI / 2020-2021/ 3013	A	Somisetty Pavani Chandana
24	CI / 2020-2021/ 3014	A	Suragani Lekha Naga Pranavi
25	CI / 2020-2021/ 3015	A	Miriyam Anusha
26	CI / 2020-2021/ 3016	A	Koliparthi Ammaji

Institute of Language Management (P) Ltd
#48/49/50, 'Ashok Plaza', 3rd Floor, Gandhi Bazaar Main Road, Basavanagudi, Bangalore,
Karnataka, India - 560 004.
Phone: +91 80-26606816, 26606846, 42181313.

Web: www.ilmindia.com

E-mail: hrd@ilmindia.com

CIN: - U22110KA2002PTC031097


PRINCIPAL
RISE KRISHNA SAI GANDE
GROUP OF INSTITUTIONS
VALLURU, ONGOLE.



Campus Recruitment
2020 - 2021

RISE Group of
Institutions - Ongole

27	CI / 2020-2021/ 3017	A	Banka Gayathri
28	CI / 2020-2021/ 3018	A	Chavali Vasavi
29	CI / 2020-2021/ 3019	A	Dontireddy Venkata Krishna Reddy

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU, ONGOLE.

Institute of Language Management (P) Ltd
#48/49/50, 'Ashok Plaza', 3rd Floor, Gandhi Bazaar Main Road, Basavanagudi, Bangalore,
Karnataka, India - 560 004.
Phone: +91 80-26606816, 26606846, 42181313.
Web: www.ilmindia.com
E-mail: hrd@ilmindia.com
CIN: - U22110KA2002PTC031097



OFFER LETTER

Date: 29-Feb-2020

Place: Ongole.

Ms. Neelam Bharathi,
D/o Neelam Ramanaiah,
Thimmareddypalem, Lingasamudram, Prakasam District, A.P., India.

Dear Neelam Bharathi,

On behalf of Jaaji Software Technologies Pvt Ltd (Jaajitech), whose registered office is at 8-55/3, 3rd Line, Weavers Colony, Chimakurthy, AP, I am pleased to offer you the position of **Software Engineer**. You will report to Mr Kondapi Veera Siva Rama Brahman. Your employment start date shall be within 30 days from the date of completion of your B. Tech course. Your compensation package include the following,

- The gross salary (CTC) is Rs 1.75 Lakh per annum. Upon successful completion of one year your salary will be further reviewed and an increase will be offered based on your overall performance.
- A Performance bonus is given based on your performance and company financial results. All other benefits are provided as per the Jaajitech policies
- This employment offer is valid only if you accept and sign a Bond of two years of continued employment with us from the date of joining.

We are delighted to extend this offer to join Jaajitech team. Your performance in the interview conducted at our office on 24-Feb-2020 was very good. This employment offer letter is provided to you based on the information that you have provided to us regarding your educational qualifications, work experience, technical skills etc. Your Term Employment Contract will be signed on the first day of your employment. Please send your acceptance of this employment offer to us by email to hr@jaajitech.com within two weeks from the date of this employment offer.

We are looking forward to have you onboard. Should you require any further information, please feel free to contact us.

For Jaaji Software Technologies Pvt Ltd

K. V. Siva Rama Brahman

Managing Director



PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



Technical Support

Phones: +91 8897698106

Email: support@jaajitech.com

Website: www.support.jaajitech.com

Sales

Phones: +91 8897698106

Email: sales@jaajitech.com

Website: www.jaajitech.com

Social

Facebook: [/jaajitech](https://www.facebook.com/jaajitech)

LinkedIn: [/company/jaaji-technologies](https://www.linkedin.com/company/jaaji-technologies)

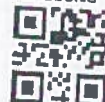
Twitter: [@jaajitech](https://twitter.com/jaajitech)

Contact Us

Business Card



Website





OFFER LETTER

Date: 29-Feb-2020

Place: Ongole.

Mr. Bakkamanthula Abhilash,
S/o Bakkamanthula Srinivasa Rao,
Kandukur Road, 6th Lane, House no: 4-651,
Singarayakonda, Prakasam District- 523101, A.P., India.

Dear Bakkamanthula Abhilash,

On behalf of Jaaji Software Technologies Pvt Ltd (Jaajitech), whose registered office is at 8-55/3, 3rd Line, Weavers Colony, Chimakurthy, AP, I am pleased to offer you the position of **Software Engineer**. You will report to Mr Kondapi Veera Siva Rama Brahmam. Your employment start date shall be within 30 days from the date of completion of your B. Tech course. Your compensation package include the following,

- The gross salary (CTC) is Rs 2.0 Lakh per annum. Upon successful completion of one year your salary will be further reviewed and an increase will be offered based on your overall performance.
- A Performance bonus is given based on your performance and company financial results. All other benefits are provided as per the Jaajitech policies
- This employment offer is valid only if you accept and sign a Bond of two years of continued employent with us from the date of joining.

We are delighted to extend this offer to join Jaajitech team. Your performance in the interview conducted at our office on 24-Feb-2020 was very good. This employment offer letter is provided to you based on the information that you have provided to us regarding your educational qualifications, work experience, technical skills etc. Your Term Employment Contract will be signed on the first day of your employment. Please send your acceptance of this employment offer to us by email to hr@jaajitech.com within two weeks from the date of this employment offer.

We are looking forward to have you onboard. Should you require any further information, please feel free to contact us.

For Jaaji Software Technologies Pvt Ltd

K. V. Siva Rama Brahmam

Managing Director


PRINCIPAL

RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

Technical Support

Phones: +91 8897698106

mail: support@jaajitech.com

Website: www.support.jaajitech.com

Sales

Phones: +91 8897698106

Email: sales@jaajitech.com

Website: www.jaajitech.com

Social

Facebook: [/jaajitech](https://www.facebook.com/jaajitech)

LinkedIn: [/company/jaaji-technologies](https://www.linkedin.com/company/jaaji-technologies)

Twitter: [@jaajitech](https://twitter.com/jaajitech)

Contact Us

Business Card



Website





OFFER LETTER

Date: 29-Feb-2020
Place: Ongole.

Ms. Syed Juhi Arshiya,
D/o Syed Mastan Vali,
D. No: 37-1-159 (74), Islampet 2, 2nd Lane,
Near Gorantla Multiplex, Praksam Dist: 523002, A.P., India.

Dear Syed Juhi Arshiya,

On behalf of Jaaji Software Technologies Pvt Ltd (Jaajitech), whose registered office is at 8-55/3, 3rd Line, Weavers Colony, Chimakurthy, AP, I am pleased to offer you the position of **Software Engineer**. You will report to Mr Kondapi Veera Siva Rama Brahmam. Your employment start date shall be within 30 days from the date of completion of your B. Tech course. Your compensation package include the following,


- The gross salary (CTC) is Rs 1.5 Lakh per annum. Upon successful completion of one year your salary will be further reviewed and an increase will be offered based on your overall performance.
- A Performance bonus is given based on your performance and company financial results. All other benefits are provided as per the Jaajitech policies
- This employment offer is valid only if you accept and sign a Bond of two years of continued employent with us from the date of joining.

We are delighted to extend this offer to join Jaajitech team. Your performance in the interview conducted at our office on 24-Feb-2020 was very good. This employment offer letter is provided to you based on the information that you have provided to us regarding your educational qualifications, work experience, technical skills etc. Your Term Employment Contract will be signed on the first day of your employment. Please send your acceptance of this employment offer to us by email to hr@jaajitech.com within two weeks from the date of this employment offer.

We are looking forward to have you onboard. Should you require any further information, please feel free to contact us.

For Jaaji Software Technologies Pvt Ltd

K. V. Siva Rama Brahmam
Managing Director


PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

Technical Support

Phones: +91 8897698106
Email: support@jaajitech.com
Website: www.support.jaajitech.com

Sales

Phones: +91 8897698106
Email: sales@jaajitech.com
Website: www.jaajitech.com

Social

Facebook: [/jaajitech](https://www.facebook.com/jaajitech)
LinkedIn: [/company/jaaji-technologies](https://www.linkedin.com/company/jaaji-technologies)
Twitter: [@jaajitech](https://twitter.com/jaajitech)

Contact Us

Business Card



Website



Rise Group of Institutions - Ongole - On Campus Interview - 21.09.2019 - Final Selects

11 messages

Murali Venkatesan <Murali.Venkatesan@paragondigitalservices.com>
To: Rise Groups of Institutions Placements <placements@risegroup.edu.in>

Sun, Sep 22, 2019 at 4:46 PM

Dear Raghu,

Greetings!

We are happy to announce the Final Selects of the On-Campus Interview held at RISE Group of Institutions on 21.09.2019. Please find below the final selects list.

We will share the individual offer letters once they get the final semester result by June 2020.

The On-Boarding Starts from July and ends by November 2020 batch by batch.

Note : Any Arrears in the Last semester leads to termination of offer.

S No	Date	Name	Mobile	College Name	Campus Mode
1	21-Sep-19	Swetha Vempadapu		Rise Group of Institutions , Ongole	On Campus
2	21-Sep-19	Naraharisetty Sai Joshna		Rise Group of Institutions , Ongole	On Campus
3	21-Sep-19	Laxmiramya Kothuri		Rise Group of Institutions , Ongole	On Campus
4	21-Sep-19	Sunanda Venkata Bhoothraju		Rise Group of Institutions , Ongole	On Campus
5	21-Sep-19	J N Vaishnavi		Rise Group of Institutions , Ongole	On Campus
6	21-Sep-19	Pranathi Kalatholi		Rise Group of Institutions , Ongole	On Campus
7	21-Sep-19	Susritha Bommisetty		Rise Group of Institutions , Ongole	On Campus
8	21-Sep-19	Shaik Nazma		Rise Group of Institutions , Ongole	On Campus
9	21-Sep-19	Vyshnavi Gudluri		Rise Group of Institutions , Ongole	On Campus
10	21-Sep-19	Supriya Konijeti		Rise Group of Institutions , Ongole	On Campus
11	21-Sep-19	Desu Kiranmayee		Rise Group of Institutions , Ongole	On Campus
12	21-Sep-19	Nandipati Asritha Lakshmi		Rise Group of Institutions , Ongole	On Campus
13	21-Sep-19	Manasa Akula		Rise Group of Institutions , Ongole	On Campus
14	21-Sep-19	Jagaramudi Venkata Krishnaja		Rise Group of Institutions , Ongole	On Campus
15	21-Sep-19	CH.V.Kumudha	9949958272	Rise Group of Institutions , Ongole	On Campus
16	21-Sep-19	P Divya	8500250449	Rise Group of Institutions , Ongole	On Campus
17	21-Sep-19	Anupama Pogula	9133458341	Rise Group of Institutions , Ongole	On Campus
18	21-Sep-19	D Venkat Naveen	9542080586	Rise Group of Institutions , Ongole	On Campus
19	21-Sep-19	Syed Tameem	7337256248	Rise Group of Institutions , Ongole	On Campus
20	21-Sep-19	K Sathika	9493021178	Rise Group of Institutions , Ongole	On Campus
21	21-Sep-19	Pumaganthi Pavani	8978770910	Rise Group of Institutions , Ongole	On Campus
22	21-Sep-19	Durga Bhavani	9989008407	Rise Group of Institutions , Ongole	On Campus

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU - ONGOLE

23	21-Sep-19	Padmavathy	8919844822	Rise Group of Institutions , Ongole	On Campus
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S No	Date	Name	Mobile	College Name	Campus Mode
1	21-Sep-19	Juturi V Naga Chandrasekhar	9182667072	Rise Group of Institutions , Ongole	Off Campus

Thanks & Regards



Murali Venkatesan
Human Resources

T: + 91 44 66 00 8745 | M: + 91 7010 424 979
E: Murali.Venkatesan@paragondigitalservices.com | www.paragondigitalservices.com/
TYCHE TOWERS - 1st Floor | MGR Main Road, Perungudi, Chennai-600096



Confidential Email
The information in this message and any attachments are intended for the recipient named on this email. If you are not that recipient, please do not read, copy, distribute or act upon the message as the information it contains may be privileged and confidential. If you have received this message in error, please notify us immediately by return email and delete the material from any computer. We cannot guarantee the integrity or suitability of this message for your computer. It is possible that this message might contain destructive programmes known as viruses or worms and we do not accept any liability for consequential effects caused to your computer, or others connected to it and that you should determine the likelihood of such content yourself. Business e-mails are sent to you subject to our usual terms of business. When the content of an e-mail is a personal message, the sender is not acting in his/her capacity as our partner or employee. Thank you for your cooperation.

Rise Groups of Institutions Placements <placements@risegroup.edu.in>
To: Murali Venkatesan <Murali.Venkatesan@paragondigitalservices.com>

Sun, Sep 22, 2019 at 4:55 PM

Dear Murali,

Thanks for sharing the information.

[Quoted text hidden]

5 attachments

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image002.png
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image003.png
2K

image005.png
2K

(Handwritten Signature)
PRINCIPAL
RISE KRISHINA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU, ONGOLE.

Murali Venkatesan <Murali.Venkatesan@paragondigitalservices.com>
To: Rise Groups of Institutions Placements <placements@risegroup.edu.in>
Cc: Pravin Ravindaran <Pravin.Ravindaran@paragondigitalservices.com>

Mon, Sep 23, 2019 at 5:13 PM

[Quoted text hidden]

Murali Venkatesan <Murali.Venkatesan@paragondigitalservices.com>
To: Rise Groups of Institutions Placements <placements@risegroup.edu.in>
Cc: Pravin Ravindaran <Pravin.Ravindaran@paragondigitalservices.com>

Dear Raghu,



PNV SOFT
Technology Pvt Ltd

Date: 10/01/2020

Dear **Kota Venkata Dhana Lakshmi**,

Congratulations!!

We are pleased to offer you an Employment with **PNV Soft Tech Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of the offer as under:

You will be designated as “**Software Developer**”, at Hyderabad location and your date of reporting for employment will be inform soon.

This is a full-time position, but only after **3 Months** of training period depends on your performance , while you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company.

You will be entitled to receive compensation **Rs. 2, 40,000/-per annum** accordance with the Company’s standard payroll schedule; this salary will be subject to adjustment pursuant to the Company’s employee compensation policies in effect from time to time.

Your working hours would be not less than **9 hours** per day. And timings would be based on the project requirement. And every Sunday and Second & Fourth Saturday is Holiday.

You will be eligible for leave as per the company policy, which would of **ONE day** in a month. You will observe the leave procedure, as laid down from time to time.

Your employment with the Company will be “at will,” meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. And even you will be outsource for other companies also in case of requirement. This is the full and complete agreement between you and the Company on this term.

By signing this letter of offer, you confirm that you are willing to accept for the agreement with the company for working not less than **1year** after completion of training period.



+91 7337526650



info@pnvsoft.com



Flat no: 406, Reliance Cyberville, Near Image Hospital,
Vittalrao nagar, Madhapur, Hyderabad-500081.


RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU: ONGOLE.



PNV SOFT

Technology Pvt Ltd

The Company reserves the right to terminate employment of any employee for just cause at any time without notice and without payment in lieu of notice. And **20-25 days** we observe if at all your performance is not-satisfied we will terminated. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.

Your employment would be subjected to the Terms & Conditions, mentioned in your induction hand book, which will be issued to you on your Date of Joining

You will be governed by the Rules and Regulations of the company as in force time to time. And breach of any of the appointment terms and conditions, Employee Self declaration regarding the organization polices or misconduct will render you liable to termination of your employment without notice or compensation thereof.

You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

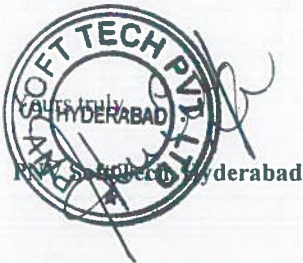
Please bring the below listed documents on your joining day.

- Original Academic Certificates (For Verification Only)
- Photocopies of academic certificated
- 2 photocopies of Aadhar card and Pan card
- 3 Latest Passport size Photographs of you

Kindly sign a copy of this letter as a token of your acceptance of this offer within 3days from the date written above post which this offer stands withdrawn.

****This Offer is valid only after submission of the above mention documents from a-d**

Looking forward to a long and mutually beneficial career with us.



K. V. Dhana Lakshmi.
Signature of Candidate



+91 7337526650



info@pnvsoft.com



Flat no: 406, Reliance Cyberville, Near Image Hospital,
Vittalrao nagar, Madhapur, Hyderabad-500081.

PRINCIPAL
RISE KRISHNA SAI GANDE
GROUP OF INSTITUTIONS
VALSAD



PNV SOFT
Technology Pvt Ltd

Date: 10/01/2020

Dear **Sumathi Kalavakuri**,

Congratulations!!

We are pleased to offer you an Employment with **PNV Soft Tech Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of the offer as under:

You will be designated as “**Software Developer**”, at Hyderabad location and your date of reporting for employment will be inform soon.

This is a full-time position, but only after **3 Months** of training period depends on your performance , while you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company.

You will be entitled to receive compensation **Rs. 2, 40,000/-per annum** accordance with the Company’s standard payroll schedule; this salary will be subject to adjustment pursuant to the Company’s employee compensation policies in effect from time to time.

Your working hours would be not less than **9** hours per day. And timings would be based on the project requirement. And every Sunday and Second & Fourth Saturday is Holiday.

You will be eligible for leave as per the company policy, which would of **ONE day** in a month. You will observe the leave procedure, as laid down from time to time.

Your employment with the Company will be “at will,” meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. And even you will be outsource for other companies also in case of requirement. This is the full and complete agreement between you and the Company on this term.

By signing this letter of offer, you confirm that you are willing to accept for the agreement with the company for working not less than **1year** after completion of training period.




+91 7337526650



info@pnvsoft.com



Flat no: 406, Reliance Cyberville, Near Image Hospital,
Vittalrao nagar, Madhapur, Hyderabad-500081.


PRINCIPAL
RISE KRISHNA SAI GANDEE
GROUP OF INSTITUTIONS
VALLURU: ONGOLE.



PNV SOFT

Technology Pvt. Ltd

The Company reserves the right to terminate employment of any employee for just cause at any time without notice and without payment in lieu of notice. And **20-25 days** we observe if at all your performance is not-satisfied we will terminated. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.

Your employment would be subjected to the Terms & Conditions, mentioned in your induction hand book, which will be issued to you on your Date of Joining

You will be governed by the Rules and Regulations of the company as in force time to time. And breach of any of the appointment terms and conditions, Employee Self declaration regarding the organization polices or misconduct will render you liable to termination of your employment without notice or compensation thereof.

You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

Please bring the below listed documents on your joining day.

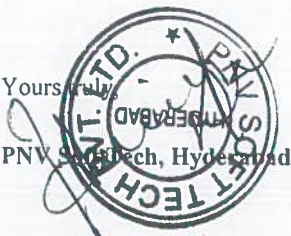
- a) Original Academic Certificates (For Verification Only)
- b) Photocopies of academic certificated
- c) 2 photocopies of Aadhar card and Pan card
- d) 3 Latest Passport size Photographs of you

Kindly sign a copy of this letter as a token of your acceptance of this offer within 3days from the date written above post which this offer stands withdrawn.

****This Offer is valid only after submission of the above mention documents from a-d**

Looking forward to a long and mutually beneficial career with us.

Yours truly,
PNV SoftTech, Hyderabad



K. Sumathi
Signature of Candidate

+91 7337526650

info@pnvsoft.com

Flat no: 406, Reliance Cyberville, Near Image Hospital,
Vittalrao nagar, Madhapur, Hyderabad-500081.

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
MURUGANGOLE



Repherrals Software Solutions Pvt. Ltd.,

CIN: U72200TG2015PTC097433

Date: 21-December-2019

Dear Principal,

Rise Krishna Sai Gandhi Group of Institutions,

After thorough evaluation of your Students performance, we are glad to inform you that 14 Students have been confirmed in the capacity of (IT Analyst & MRA & OSA Role) with our organization. The terms and conditions of your employment and your job responsibilities will continue to remain the same. You may please contact the HR department for the necessary break-up. We thank you for your contribution made to your process and hope that you will perform with equal enthusiasm in future.

Selected Students Names:

1. MONIKA.DRONADULA
2. LAKSHMI PRASANNA
3. KAKARLA PRAVALLIKA
4. KANUMURI RANJITHA
5. MEGHNA KATRAGADDA
6. THRIVENI MADDA
7. M AKHILA
8. NERELLA VERRA VENKATA DHANASRI
9. NAGA LAKSHMI
10. PAVANI PURNAGANTI
11. VAISHNAVI
12. BOGGARAPU SWETHA
13. PAMURI SRAVANI
14. AARATHI SANAGAPALLI
15. RUKMINI TALLURI
16. DIRISALA SAI MEGHANA
17. NALLAPAREDDY VENKATA SRIKANTH

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALURU, ONGOLE.

Repherrals Software Solutions Pvt Ltd.,

A2, Quadrant 3, 7th Floor, Cyber Towers, Hi-Tech City, Madhapur, Hyderabad – 500081. Telengana State.



Repherrals Software Solutions Pvt. Ltd.,

CIN: U72200TG2015PTC097433

We wish you all the best in all your endeavors. For further details please reach us at hr@repherrals.com or Contact Our HR department on

Best Regards,

Repherrals Software Solutions Pvt . Ltd.,

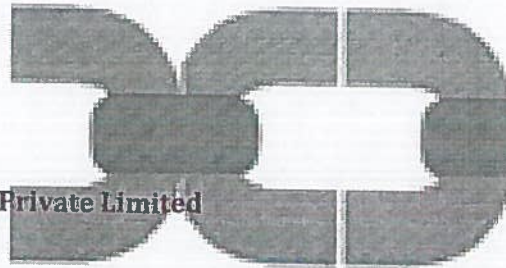
(Krishna Murthy Panga).

+91 9440191444

P. Krishnamurthy

Authorized signatory

Repherrals Software Solutions Private Limited



repherrals

Veeres

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU: ONGOLE.

Repherrals Software Solutions Pvt Ltd.,

A2, Quadrant 3, 7th Floor, Cyber Towers, Hi-Tech City, Madhapur, Hyderabad – 500081. Telengana State.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear D. Mounika

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 22/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/-. The break-up of CTC is attached as Annexure. + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: D. Mounika

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear K. Vasavi

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on sun/sul at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/-. The break-up of CTC is attached as Annexure. + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

K. Vasavi

Date:

PRINCIPAL
RISE KRISHNA SAI GANDE
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear P. Nikhila

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 22/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/- + Incentives. The break-up of CTC is attached as Annexure.

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

P. Nikhila

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU::ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear T. Naga Jyothi

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 24/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
- Your ^{monthly} annual CTC will be Rs 12,042/- + Incentives. The break-up of CTC is attached as Annexure.

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: T.N. Jyothi

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear V. Goutham

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on sun/sun at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/- + Incentives. The break-up of CTC is attached as Annexure.

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: V. Goutham

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Dear A. Manusha

Sub: Letter of Intent

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 24/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/-. The break-up of CTC is attached as Annexure. + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: A. Manusha

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHA
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear B. Revathi

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 24/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
- Your ^{monthly} annual CTC will be Rs 12,042/- + Incentives. The break-up of CTC is attached as Annexure.

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: B. Revathi

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear B. Sravya

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on sun/sun at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/-. The break-up of CTC is attached as Annexure, + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: B. Sravya

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



Dear Mr./Ms./Mrs. G. Jyothsna

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be pu on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not eligible for receiving the stiper amount for the appropriate days. During the training period if you do not report to work for 2 consecutively day without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____

G. Jyothsna
Candidate Signature



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

Sr. No. 20000
PRINCIPAL

DR. KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALURUJ., ONGOLE

Candidate Name: _____

Position - _____ CTC - _____ Take Home - _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



CONFIDENTIAL

Dear Mr./Ms./Mrs. K. Rajrajawari

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs. 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

K. Rajrajawari
Candidate Signature

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by

Eureka Outsourcing Solutions Pvt. Ltd.

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OFFICE USE

[Signature]
Sr. No. PRINCIPAL
RISE KRISHNA SAI GANDE
GROUP OF INSTITUTIONS
VALLURU, ONGOLE.

Candidate Name: _____

Position - _____ CTC - _____ Take Home _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



EUREKA OUTSOURCING SOLUTIONS PVT. LTD.

Original Document

Dear Mr./Ms./Mrs. M. Sravani

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

M. Sravani
Candidate Signature

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

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T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

Sr. No. Free
PRINCIPAL
KRISHNA SAI GANDHI
INSTITUTIONS
LJRU:: ONGOLE.

Candidate Name: _____

Position - _____ CTC - _____ Take Home - _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



Dear Mr./Ms./Mrs.

N. Nagabhargavi

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

N. Nagabhargavi
Candidate Signature

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

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T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

Sr. No.: _____

Candidate Name: _____

Position - _____ CTC - _____ Take Home - PRINCIPAL

Training Days - _____ Stipend Amount - _____ Stipend Period - SAI GANDHI

Process Assigned - _____ Date of Joining / Induction - GROUP OF INSTITUTIONS

Reporting Time - _____ Recruiter - _____ Source - LURU: ONGOLE.

Sub-Source - _____

Issued by _____



BUREAU OF EMPLOYMENT SERVICES

Chief Officer

Dear Mr./Ms./Mrs. P. Divya

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

Other benefits _____

P. Divya
Candidate Signature

• Process Assigned: _____

• Date of Joining / Induction: _____

• Reporting Time: _____

• Recruiter: _____

• Source: _____

• Sub-Source: _____



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

Sr. No.: 10060

Candidate Name: _____
Position - _____ CTC - _____ Take Home - _____
Training Days - _____ Stipend Amount - _____ Stipend Period - _____
Process Assigned - _____ Date of Joining / Induction - _____
Reporting Time - _____ Recruiter - _____ Source - _____
Sub-Source - _____

Issued by _____

Principal
DR. KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLOURE: ONGOLE.



Offer Letter

Dear Mr./Ms./Mrs.

P. Lakshmi Vengamamba

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

Other benefits _____

P. Lakshmi Vengamamba
Candidate Signature

• Process Assigned: _____

• Date of Joining / Induction: _____

• Reporting Time: _____

• Recruiter: _____

• Source: _____

• Sub-Source: _____



Issued by

Eureka Outsourcing Solutions Pvt. Ltd.

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T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

Sr. No.: 10005

Candidate Name: _____
Position - _____ CTC - _____ Take Home - _____
Training Days - _____ Stipend Amount - _____ Stipend Period - _____
Process Assigned - _____ Date of Joining / Induction - _____
Reporting Time - _____ Recruiter - _____ Source - _____
Sub-Source - _____

Issued by _____

PRINCIPAL
SRI SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



Dear Mr./Ms./Mrs. D. Sonaliya

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

D. Sonaliya
Candidate Signature

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by

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OFFICE USE

Sr. No.: 1000

Candidate Name: _____

Position - _____ CTC - _____ Take Home - _____

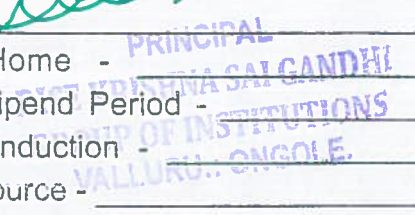
Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____





EUREKA OUTSOURCING SOLUTIONS PVT. LTD.

Original Stamp

Dear Mr./Ms./Mrs.

R. Sasimani

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

R. Sasimani
Candidate Signature

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

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T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

Sr. No.: 10000

[Signature]
PRINCIPAL

RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
WILURU, ONGOLE.

Candidate Name: _____

Position - _____ CTC - _____ Take Home - _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



Dear Mr./Ms./Mrs.

Shank. Mehtaj

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____

Shank. Mehtaj
Candidate Signature



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

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OFFICE USE

Sr. No.: 100060

Candidate Name: _____

Position - _____ CTC - _____ Take Home - _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



Original

Dear Mr./Ms./Mrs. V. Sai Keerthi

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____

V. Sai Keerthi
Candidate Signature



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

Sr. No. 1000

Principal
KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
WILSON COLLEGE, BONGOLE.

Candidate Name: _____

Position - _____ CTC - _____ Take Home - _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



Dear Mr./Ms./Mrs. S. Sudhakar Basu

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs. 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

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The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

S. Sudhakar Basu
Candidate Signature

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

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OFFICE USE

Sr. No: 1000
PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
LURU:: ONGOLE.

Candidate Name: _____
 Position - _____ CTC - _____ Take Home - _____
 Training Days - _____ Stipend Amount - _____ Stipend Period - _____
 Process Assigned - _____ Date of Joining / Induction - _____
 Reporting Time - _____ Recruiter - _____ Source - _____
 Sub-Source - _____

Issued by _____



Placements Risegroup <placements@risegroup.edu.in>

SELECTION LIST_OF DRIVE CONDUCTED on 12th Feb By QSPIDERS****

1 message

Jayaram <jayaram.r@qspiders.com>
To: placements@risegroup.edu.in
Cc: Sumanth M <sumanth.m@qspiders.com>

Wed, Feb 19, 2020 at 4:39 PM

Hello sir,

Please find the attached selected candidates list from 12th Feb Drive.

Training for all candidates will be starting in the month of May, will keep you posted on the Exact date.

Thanks for all support for during the Recruitment process.!

Looking forward for the long term association.!

Regards,

Jayaram.R

HR-Manager

m: +91 6366367777

a: Bangalore | Hyderabad | Mysore |Chennai |Pune |Noida |Bhubaneswar | Mumbai

w: www.qspiders.com e: Jayaram.r@qspiders.com

"QSpiders Jspiders is a place where business find talent and dreams take flight"

 RISE_SELECTED_List.xlsx
11K

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

Sl.No	Candidate Name	Mobile Number	Email ID	Status	Gender	College Place	10th %age	10th Yr	12th %age	12th Yr	Degree	Degree stream	Degree college	Degree %age	Degree GPA	Original ID
1	Doradda Manasa	9182450133	manasadodab98@gmail.com	Selected	Female	valluru	82.65	2014	85.8	2016	BTech	Computer Science (CS)	RISE KRISHNA SAI Prakasham Group of Institutions	64.92	7.74	2020
2	G HARISH	9154882755	harishjunior007@gmail.com	Selected	Male	VALLURU ONGOLE	92.15	2014	89.9	2016	BTech	Electronics & Communication (E&C)	RISE KRISHNA SAI Prakasham Group of Institutions	57.6		2020
3	KUMMITA DIVYA	778027700	divya21@gmail.com	Selected	Female	valluru	85.1	2014	85.7	2016	BTech	Electronics & Communication (E&C)	RISE KRISHNA SAI Prakasham Group of Institutions	81	7.2	2020
4	Lakshmitheveni Narasimhan	9553481278	lakshmitheveni2017@gmail.com	Selected	Female	ongole	78	2014	80	2016	BTech	Electronics & Communication (E&C)	RISE KRISHNA SAI Prakasham Group of Institutions	70		2020
5	Lingam Naga Yamini	9050422891	yaminilingam14@gmail.com	Selected	Female	Valluru	88	2014	87.3	2016	BTech	Computer Science (CS)	RISE KRISHNA SAI Prakasham Group of Institutions	62.72	7.84	2020
6	Nukabholi Nagalakshmi	9302939899	nagabholi82413@gmail.com	Selected	Female	ongole	88	2014	91	2016	BTech	Electronics & Communication (E&C)	RISE KRISHNA SAI Prakasham Group of Institutions	82		2020
7	opriyala srividya	9948609549	srividya1988@gmail.com	Selected	Female	valluru	82.85	2014	87.6	2016	BTech	Computer Science (CS)	RISE KRISHNA SAI Prakasham Group of Institutions	60		2020
8	Prasanna malleswala	9542837299	prasanmalleswala@gmail.com	Selected	Female	valluru	83	2014	78	2016	BTech	Computer Science (CS)	RISE KRISHNA SAI Prakasham Group of Institutions	75	7.5	2020
9	Prasanna malleswala	7989652600	prasanmalleswala@gmail.com	Selected	Female	valluru	87.65	2014	93	2016	BTech	Electronics & Communication (E&C)	RISE KRISHNA SAI Prakasham Group of Institutions	75		2020
10	PURNIA PRASANTH THADAVARTH	9052110914	purniprasanth29@gmail.com	Selected	Male	ongole	64.6	2014	78.2	2016	BTech	Electronics & Communication (E&C)	RISE KRISHNA SAI Prakasham Group of Institutions	55.2	6.9	2020
11	Rachagudi Thirupathi Venkatesh	918285541	venkateshrachagudi16@gmail.com	Selected	Male	valluru	87.4	2014	87.1	2016	BTech	Computer Science (CS)	RISE KRISHNA SAI Prakasham Group of Institutions	80.04		2020
12	sravani borra vasaguru	6301060246	sravani_borra_vasaguru@gmail.com	Selected	Female	valluru	88.35	2014	96	2016	BTech	Electronics & Communication (E&C)	RISE KRISHNA SAI Prakasham Group of Institutions	80		2020
13	SREERAM JYOTHI	9515000197	jyothisreeram99@gmail.com	Selected	Female	ONGOLE	88	2014	97	2016	BTech	Electronics & Communication (E&C)	RISE KRISHNA SAI Prakasham Group of Institutions	82		2020

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www.snovasys.com | info@snovasys.com

Indian Offices:

Hyderabad, Ongole

February 13, 2020

Dear Varra Venkata Durga Bhavani,

Congratulations!

Welcome to **Snovasys** family and being the part of development team. Further to the interview conducted at your campus, out of many of students applied for this position, you were chosen as one of the suitable candidates.

Snovasys is an ISO9001:2015 Certified company with more than 10 years of experience building Enterprise Applications based out of London.


It is very pleasurable to select you as a "**Software Trainee Engineer**". Your assigned work location is **Ongole**.

The offered CTC package is INR1,80,000 after completion of probation according to the company policy and performance of the candidate.

The duration of the service agreement is 3 years. You will be intimated about the date of joining for job through a separate email in the month of April 2020.

We hope you will enjoy the learning and have an enriching experience being part of Snovasys family.

If you accept this offer, you are required to return the email with confirmation as a token of your acceptance.


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Indian Offices:

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On your confirmation, You will receive email from us to help you with the Pre-Joining formalities.

We look forward to having you with us.

All the very best.

Terms and Conditions:

1. Selected candidates shall provide a check of Rs: 1,00,000/- on the date of joining towards training, the check of Rs: 1,00,000/-. We can give you the option of not paying this upfront and instead be waived off at the after 3 years of uninterrupted service with the organization.
2. Selected candidates must sign on three years bond. The bond breakage amount will be INR 50,000 (excluding INR 1,00,000 check).
3. Selected candidates need to submit all their academic certificates as part of joining formalities on the date of joining.

Note: All the terms were shared above with you during the course of interview stands good including 3years of service agreement. For any clarifications, please reply with your queries by email.

Sincerely,

Siva Anjaneyulu Byrapuneni

Director

Snovasys Software Solutions India Pvt Ltd.

Mobile: 9700001514

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February 13, 2020

Dear Challa Koteswara Rao,

Congratulations!

Welcome to **Snovasys** family and being the part of development team. Further to the interview conducted at your campus, out of many of students applied for this position, you were chosen as one of the suitable candidates.

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Sincerely,

Siva Anjaneyulu Byrapuneni

Director

Snovasys Software Solutions India Pvt Ltd.

Mobile: 9700001514

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Indian Offices:

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February 13, 2020

Dear Ponugupati Venkata Narendra,

Congratulations!

Welcome to **Snovasys** family and being the part of development team. Further to the interview conducted at your campus, out of many of students applied for this position, you were chosen as one of the suitable candidates.

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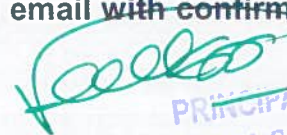
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Sincerely,

Siva Anjaneyulu Byrapuneni

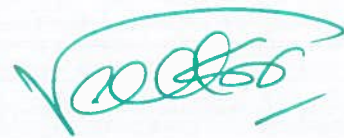
Director

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Indian Offices:

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February 13, 2020

Dear Yelchuri Venkata Sai Jaswanth Kumar,

Congratulations!

Welcome to **Snovasys** family and being the part of development team. Further to the interview conducted at your campus, out of many of students applied for this position, you were chosen as one of the suitable candidates.

Snovasys is an ISO9001:2015 Certified company with more than 10 years of experience building Enterprise Applications based out of London.

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Sincerely,

Siva Anjaneyulu Byrapuneni

Director

Snovasys Software Solutions India Pvt Ltd.

Mobile: 9700001514

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February 13, 2020

Dear Chevuturi Chandana,

Congratulations!

Welcome to **Snovasys** family and being the part of development team. Further to the interview conducted at your campus, out of many of students applied for this position, you were chosen as one of the suitable candidates.

Snovasys is an ISO9001:2015 Certified company with more than 10 years of experience building Enterprise Applications based out of London.


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Sincerely,

Siva Anjaneyulu Byrapuneni


Director

Snovasys Software Solutions India Pvt Ltd.

Mobile: 9700001514

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RISE KRISHNA SAI GANDHI
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28-Jan-2020

Dear Siva Kumar Reddy Iragala ,
B.Tech/B.E., ECE
Electronics & Communication Engineering
Rise Gandhi Group Of Institution



Candidate ID - 14024388

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

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

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

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

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

Please note

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

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
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Annexure A

Name: Siva Kumar Reddy Iragala

Designation: Programmer Analyst Trainee

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

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

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

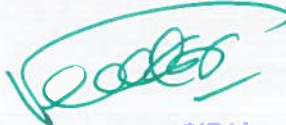
Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".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

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

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

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

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



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paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details



PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

28-Jan-2020

Dear Susritha Bommisetty,
B.Tech/B.E., ECE
Electronics & Communication Engineering
Rise Gandhi Group Of Institution



Candidate ID - 14024392

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

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

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Please note

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

PRINCIPAL
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GROUP OF INSTITUTION,
VALLURU:: ONGOLE.

Annexure A

Name: Susritha Bommisetty

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
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GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

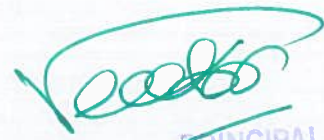
paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://nonecognizant.cognizant.com>->Total Rewards App for more details



PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

28-Jan-2020

Dear Alekhya Pabolu,
B.Tech/B.E., ECE
Electronics & Communication Engineering
Rise Gandhi Group Of Institution



Candidate ID - 14024422

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

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

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

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

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

Please note

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

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandri

Global Head-Talent Acquisition

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

Signature :

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

Annexure A

Name: Alekhya Pabolu

Designation: Programmer Analyst Trainee

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

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

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

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

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

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

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

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


PRINCIPAL

NISE ANDINI CALANGANI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

*** Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details



PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **RISE KRISHNA SAI GANDHI GROUP OF INSTITUTIONS-ONGOLE** Date: **27-01-2020**

Dear **D. Anusha**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

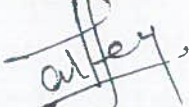
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities



- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory


PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALURU:: ONGOLE
 **Anusha**
Candidate Acceptance

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: RISE KRISHNA SAI GANDHI GROUP OF INSTITUTIONS - ONGOLE Date: 27-01-2020

Dear M. Mounika

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

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Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory



PRINCIPAL

**RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.**

M. Mounika

Candidate Acceptance

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: RISE KRISHNA SAI GANDHI GROUP OF INSTITUTIONS - ONGOLE Date : 27-01-2020

Dear P. Divya

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

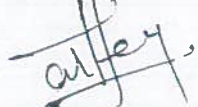
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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory



PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU: ONGOLE

P. Divya
Candidate Acceptance

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **RISE KRISHNA SAI GANDHI GROUP OF INSTITUTIONS - ONGOLE** Date : 27-01-2020

Dear **P. Anupama**

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

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- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory



**PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.**

P. Anupama

Candidate Acceptance



SURYA TECH SOLUTIONS

LEADING MAN POWER SERVICES TO TELECOM SECTORS

Date: 28-02-2020

To

The Training & Placement cell,
RISE College,
Ongole.

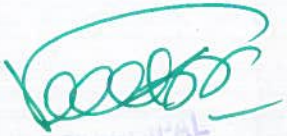
Sub: Shortlisted Candidates List

Respected Sir,

As per schedule we had conducted campus drive on 26-02-2020. These are the following candidates shortlisted for medical round.

So please kindly support maximum shortlisted candidates to attend for medical test.

S.NO	NAME	CONTACT NO	QUAL	BRANCH
1	T.JANARDHAN	6301231174	BTECH	CIVIL
2	A.YUGANDHAR	7660053946	BTECH	CIVIL
3	K.ANIL	9391579697	BTECH	CIVIL
4	KALESHA NISAR	9640529717	BTECH	CIVIL
5	S.SIVA PRASAD	9948438414	BTECH	MECH
6	S.NARESH	6281923973	BTECH	CIVIL
7	N.SAIVENKATESH	6300373780	BTECH	CIVIL
8	K.YUVA SASHANK	7095764217	BTECH	CIVIL
9	P.RAM BABU	8497963474	BTECH	CIVIL
10	B.MANIKANTA	9676928594	BTECH	CIVIL
11	T.TARUN TEJA	8247386055	BTECH	CIVIL
12	K.HARSHA VARDHAN REDDY	6301075576	BTECH	CIVIL
13	V.SRIKANTH	7386115798	BTECH	CIVIL
14	V.SAI JAGADEESH	8328473486	BTECH	CIVIL
15	G.SAI SARATH KRISHNA	9703151307	BTECH	CIVIL
16	D.VENKATESWARA REDDY	9052672538	BTECH	CIVIL
17	R.V.MALYADRI REDDY	9705040572	BTECH	CIVIL
18	N.EMMANUEL	9398206021	BTECH	CIVIL
19	K.KALYAN BABU	7780613555	BTECH	CIVIL
20	T.VINAY KUMAR	8074554527	BTECH	CIVIL
21	D.NAGESWARA RAO	9182230828	BTECH	CIVIL
22	G.LOKESH	9542217498	BTECH	CIVIL


PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.




Address: Flat no: 401, Bhavani plaza apts, Bus stop opp., Ecil 'x' roads, Hyderabad-62
Contact: 8885785386, 7207299444 Email id:suryasolutions5@gmail.com



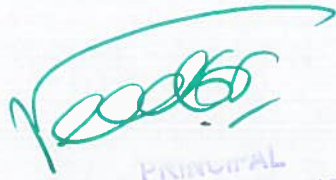
SURYA TECH SOLUTIONS

LEADING MAN POWER SERVICES TO TELECOM SECTORS

23	M.V.R.SAI VARAPRASAD	6303157771	BTECH	CIVIL
24	CH.RAMANJANEYULU	8106204064	BTECH	CIVIL
25	E.SAI KUMAR	8499838671	BTECH	EEE
26	M.PAVAN KUMAR	8247329144	BTECH	EEE
27	P.NARASIMHARAO	8886158041	BTECH	EEE
28	K.PAVAN KUMAR	9182429679	BTECH	EEE
29	K.S.V.PAVAN KUMAR	9490668475	BTECH	EEE
30	G.NAVEEN CHNAD	9989091497	BTECH	ECE
31	K.ANIL KUMAR REDDY	7659054564	BTECH	ECE
32	SD.SADIQ	8328673642	BTECH	ECE
33	V.ANUDEEP	7330665131	BTECH	ECE
34	M.BHASKAR	6303735770	BTECH	ECE
35	K.SRINUVASULA	8185087774	BTECH	ECE
36	M.SRINIVASULU	8978301339	BTECH	MECH
37	K.V.PRASANNA REDDY	9490684840	BTECH	MECH
38	T.V.S.RAMA KRISHNA	7729057161	BTECH	MECH
39	T.LAKSHMI NARASIMHA	7288047286	BTECH	MECH
40	K.VENKATRAO	7674979042	BTECH	MECH
41	SK.MANOJ	8919195512	BTECH	MECH
42	SK.KALESHA VAL	9666472804	BTECH	MECH


N.Divya
Hr-Manager





PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



Address: Flat no: 401, Bhavani plaza apts, Bus stop opp., Ecil 'x' roads, Hyderabad-62
Contact: 8885785386, 7207299444 Email id:suryasolutions5@gmail.com

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: RISE KRISHNA SAI GANDHI GROUP OF INSTITUTIONS - Ongole Date: 27-01-2020

Dear L. Asha Kiran

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory



PRINCIPAL

RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

L. Asha Kiran

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4200.7884
CIN:U72200TN2000PTC045578

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: RISE KRISHNA SAI GANDHI GROUP Date : 27-01-2020
OF INSTITUTIONS - Ongole

Dear B. Maheswari

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

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- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory



B. Maheswari

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

Tel No. : +91.44.4200.7884
CIN:U72200TN2000PTC045578



STRICTLY PERSONAL

Name: Rise
Date: 22-Feb-20

Sub: Letter of intent


Dear A. Divya

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 22/2/20 at 10.00 AM.

- This offer is subject to the Company receiving:
 - A satisfactory note from the list of references furnished by you at the time of interview.
 - A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
 - Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
 - If currently employed, copy of the relieving letter from your present employer.
- you will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
- Your ^{monthly} annual CTC will be Rs 12,042. The break-up of CTC is attached as Annexure. + Incentives


• We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,
For ALLSEC TECHNOLOGIES LIMITED,


Authorized Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:
Signature: A. Divya
Date:


PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear V. Supraja

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 24/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/- The break-up of CTC is attached as Annexure. + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: V. Supraja

Date:

PRINCIPAL
RISE KRISHNA SAI GANDEE
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear M. Sravanthi

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 24/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} annual CTC will be Rs 12,042. The break-up of CTC is attached as Annexure. + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: M. Sravanthi

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of intent

Dear S. Gowri

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 24/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} annual CTC will be Rs 12,042/- + Incentives. The break-up of CTC is attached as Annexure.

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: S. Gowri

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear B. Lalitha

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 24/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} annual CTC will be Rs 12,042/-. The break-up of CTC is attached as Annexure. + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: B. Lalitha

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Dear F. Lakshmi Manisha *Sub: Letter of Intent*

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 22/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} annual CTC will be Rs 12,04,211 - The break-up of CTC is attached as Annexure. + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: F. Lakshmi Manisha

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear K. Madhavi

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 24/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/- + Incentives. The break-up of CTC is attached as Annexure.

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

K Madhavi

Date:



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear M. Priyanka

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on sun/dul at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} annual CTC will be Rs 12,042/- + Incentives. The break-up of CTC is attached as Annexure.

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
WILLOCRU:: ONGOLE.

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: M. Priyanka

Date:



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear N. Prasanna

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 24/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- you will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
- Your ^{monthly} annual CTC will be Rs 12,042/-. The break-up of CTC is attached as Annexure.
+ Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU: ONGOLE.

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

N. prasanna

Date:



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear P. Deepthi

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on sun / Jul at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} annual CTC will be Rs 12,042/- + Incentives. The break-up of CTC is attached as Annexure.

We look forward to your joining us and building a successful career with ALLSEC

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: P. Deepthi

Date:



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear A. Pavani

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 24/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} annual CTC will be Rs 12,042/-. The break-up of CTC is attached as Annexure.
+ Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: A. Pavani

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Dear *A. Amulya*

Sub: Letter of Intent

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on sun/sat at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} annual CTC will be Rs 12,042/-. The break-up of CTC is attached as Annexure, + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: *A. Amulya*

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Dear B. Janavi Priya Sub: Letter of Intent

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 24/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/-. The break-up of CTC is attached as Annexure, + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: B. Janavi Priya

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of intent

Dear B. Lakshmi Triveni

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on sun/sat at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/-. The break-up of CTC is attached as Annexure.
+ Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: B. Laskhmi Triveni

Date:

PRINCIPAL

RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise
Date: 22-Feb-20

Sub: Letter of intent

Dear K. Yamuna

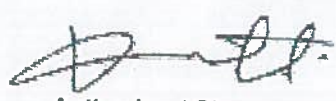
We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on sun/sat at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/-. The break-up of CTC is attached as Annexure, + Incentives

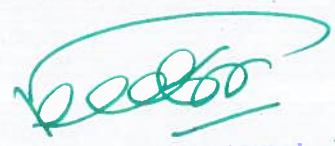
We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,
For ALLSEC TECHNOLOGIES LIMITED,


Authorized Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:
Signature: K. Yamuna
Date:


PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear P. Divya

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 22/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} annual CTC will be Rs 12,042/-. The break-up of CTC is attached as Annexure. + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: P. Divya

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear P. Anupama

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 22/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

Your ^{monthly} annual CTC will be Rs 12,04,200 - The break-up of CTC is attached as Annexure, + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: P. Anupama

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear

T. Priyanka

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on sun/sat at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- you will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042. The break-up of CTC is attached as Annexure.
+ Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

T. Priyanka

Date:

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



Offer Letter

Dear Mr./Ms./Mrs. A. Amulya

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs. 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

A. Amulya
Candidate Signature

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

2022/06/06
Sl. No.:

PRINCIPAL
RISE KRISHNA SAI GANT
GROUP OF INSTITUTIONS
WV. NGOLE.

Candidate Name: _____

Position - _____ CTC - _____ Take Home _____

Training Days - _____ Stipend Amount - _____ Stipend Period _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



Offer Letter

Dear Mr./Ms./Mrs. B. Sadhana

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs. 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____

B. Sadhana
Candidate Signature



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

Sr.No: _____

PRINCIPAL
KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU: ONGOLE.

Candidate Name: _____

Position - _____ CTC - _____ Take Home - _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



Dear Mr./Ms./Mrs.

T. Vishnu Vardham Reddy

We are happy to announce that you have been selected for the position of OR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs. 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

Other benefits _____

T. Vishnu Vardham Reddy
Candidate Signature

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____

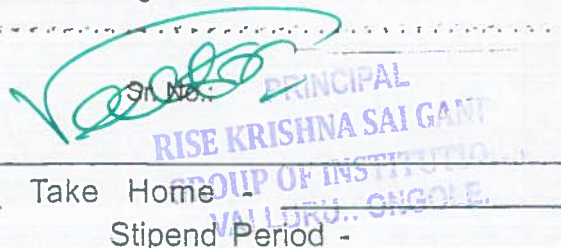


Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE



Candidate Name: _____

Position - _____ CTC - _____ Take Home - _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



Dear Mr./Ms./Mrs. K. pavithra

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

K. pavithra
Candidate Signature

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

Sr. No. 1000

PRINCIPAL
DR. KRISHNA SAI GANDHI
INSTITUTION
MALLURU, ONGOLE.

Candidate Name: _____

Position - _____ CTC - _____ Take Home - _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



Dear Mr./Ms./Mrs.

P. Venkata Bindhu Latha

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

P. Venkata Bindhu Latha
Candidate Signature

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

Sr. No.: 10000

PRINCIPAL

RISE KRISHNA SAI GANDHI

GROUP OF INSTITUTION

VALLURU - UNGOLE.

Candidate Name: _____

Position - _____ CTC - _____ Take Home - _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



Offer Letter

Dear Mr./Ms./Mrs. B. Raja Shekar Reddy

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

B Raja Shekar Reddy
Candidate Signature

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

Sr. No. 1000

PRINCIPAL

Candidate Name: _____

Position - _____ CTC - _____ Take Home - _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



EUREKA OUTSOURCING SOLUTIONS PVT. LTD.

Offer Letter

Dear Mr./Ms./Mrs. G. Vineeth

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

G. Vineeth
Candidate Signature

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

[Signature]
Sr. No. _____
PRINCIPAL

PRINCE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
MALLURU, ONGOLE.

Candidate Name: _____

Position - _____ CTC - _____ Take Home - _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



Original

Dear Mr./Ms./Mrs. A. Pavani

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

Other benefits _____

A. Pavani
Candidate Signature

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

10060
PRINCIPAL
Smt. KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALPORE, PONGOLE.

Candidate Name: _____
 Position - _____ CTC - _____ Take Home - _____
 Training Days - _____ Stipend Amount - _____ Stipend Period - _____
 Process Assigned - _____ Date of Joining / Induction - _____
 Reporting Time - _____ Recruiter - _____ Source - _____
 Sub-Source - _____

Issued by _____



EUREKA OUTSOURCING SOLUTIONS

Dear Mr./Ms./Mrs. B. Jhansi

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

Other benefits _____

B. Jhansi
Candidate Signature

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

[Signature]
Sr. No.: _____

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALMUKI, ONGOLE.

Candidate Name: _____

Position - _____ CTC - _____ Take Home _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



EUREKA OUTSOURCING SOLUTIONS

OFFICE USE

Dear Mr./Ms./Mrs. P. Govindambica

We are happy to announce that you have been selected for the position of CR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1050 during the training period.

The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutive days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

P. Govindambica
Candidate Signature

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

Sr. No. 1000
PRINCIPAL
RISHI KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU SINGOLE.

Candidate Name: _____

Position - _____ CTC - _____ Take Home - _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____



Dear Mr./Ms./Mrs. P. Sindhuja

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs 12000 with a total monthly CTC of Rs. 15394.

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

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The training duration for the process would be of _____ days and the stipend will be credited along with your _____ month salary. In case you do not pass the certification subsequent to the training you will not eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutively day without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

P. Sindhuja
Candidate Signature

Other benefits _____

- Process Assigned: _____
- Date of Joining / Induction: _____
- Reporting Time: _____
- Recruiter: _____
- Source: _____
- Sub-Source: _____



Issued by _____

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

OFFICE USE

Sr. No. 1000

Candidate Name: _____

Position - _____ CTC - _____ Take Home - _____

Training Days - _____ Stipend Amount - _____ Stipend Period - _____

Process Assigned - _____ Date of Joining / Induction - _____

Reporting Time - _____ Recruiter - _____ Source - _____

Sub-Source - _____

Issued by _____

Principal
KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLEURANGOLE.

Parent Head Office:

Spaces, The Charter Building, Uxbridge,
London, UB8 1JG, United Kingdom
www.snovasys.com | info@snovasys.com

Indian Offices:

Hyderabad, Ongole

February 13, 2020

Dear Tumu Vishuvaradhan Reddy,

● Congratulations!

Welcome to **Snovasys** family and being the part of development team. Further to the interview conducted at your campus, out of many of students applied for this position, you were chosen as one of the suitable candidates.

Snovasys is an ISO9001:2015 Certified company with more than 10 years of experience building Enterprise Applications based out of London.

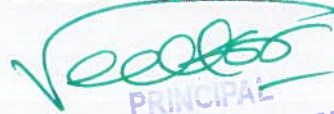
It is very pleasurable to select you as a "**Software Trainee Engineer**". Your assigned work location is **Ongole**.

● The offered CTC package is INR1,80,000 after completion of probation according to the company policy and performance of the candidate.

The duration of the service agreement is 3years. You will be intimated about the date of joining for job through a separate email in the month of April 2020.

We hope you will enjoy the learning and have an enriching experience being part of Snovasys family.

If you accept this offer, you are required to return the email with confirmation as a token of your acceptance.


PRINCIPAL
RISE KRISHNA SAI GANDHI
INSTITUTIONS

Parent Head Office:

Spaces, The Charter Building, Uxbridge,
London, UB8 1JG, United Kingdom
www.snovasys.com | info@snovasys.com

Indian Offices:

Hyderabad, Ongole

On your confirmation, You will receive email from us to help you with the Pre-Joining formalities.

We look forward to having you with us.

All the very best.

Terms and Conditions:

1. Selected candidates shall provide a check of Rs: 1,00,000/- on the date of joining towards training, the check of Rs: 1,00,000/-. We can give you the option of not paying this upfront and instead be waived off at the after 3 years of uninterrupted service with the organization.
2. Selected candidates must sign on three years bond. The bond breakage amount will be INR 50,000 (excluding INR 1,00,000 check).
3. Selected candidates need to submit all their academic certificates as part of joining formalities on the date of joining.

Note: All the terms were shared above with you during the course of interview stands good including 3years of service agreement. For any clarifications, please reply with your queries by email.

Sincerely,

Siva Anjaneyulu Byrapuneni

Director

Snovasys Software Solutions India Pvt Ltd.

Mobile: 9700001514

(We love to help you succeed)

www.snovasys.com

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: RISE KRISHNA SAI GANDHI GROUP Date : 27-01-2020
OF INSTITUTIONS - Ongole

Dear B. Rajesh

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory



PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALEERU:: ONGOLE.

B. Rajesh
Candidate Acceptance

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: RISE KRISHNA SAI GANDHI GROUP Date : 27-01-2020
OF INSTITUTIONS - ongole

Dear B. Ashok Reddy

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)


Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory



RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

B. Ashok Reddy
Candidate Acceptance

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: *RISE KRISHNA SAI GANDHI GROUP* Date: *27-01-2020*
OF INSTITUTIONS - ongole

Dear *S. Rachana*

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

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- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory



PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLUVAHAR
S. Rachana

Candidate Acceptance

SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: RISE KRISHNA SAI GANDHI GROUP OF INSTITUTIONS - ongole Date: 27-01-2020

Dear Y. kalpana

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory



Y. Kalpana

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block A-1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
ONGOLE.

Tel No. : +91.44.4200.7884
CIN:U72200TN2000PTC045578



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Dear G. Manasa

Sub: Letter of Intent

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on sun/sun at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/- The break-up of CTC is attached as Annexure, + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: G. Manasa

Date:

PRINCIPAL
RISE KRISHNA SAI GAND
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Dear Sd. Kowsal

Sub: Letter of Intent

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 24/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/- + Incentives. The break-up of CTC is attached as Annexure.

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: Sd. Kowsal

Date:

PRINCIPAL
RISE KRISHNA SAI GANDESHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of intent

Dear Ch. Surendra

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 22/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/-. The break-up of CTC is attached as Annexure. + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: Ch. Surendra

Date:

PRINCIPAL
RISE KRISHNA SAI GANESH
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



STRICTLY PERSONAL

Name: Rise

Date: 22-Feb-20

Sub: Letter of Intent

Dear G. Sudhakar

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 24/2/20 at 10.00 AM.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive Foundation level training and Product Training. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ^{monthly} ~~annual~~ CTC will be Rs 12,042/-. The break-up of CTC is attached as Annexure. + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: G. Sudhakar

Date:

PRINCIPAL
RISE KRISHNA SAI GANDEE
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.



Offer Letter

Date: 28-02-2020

We are pleased to confirm that through the campus recruitment dated 03-04-2019 the following candidates have been selected to the position "Site Engineer" delighted to inform that MEDIKONDA CONSTRUCTIONS PVT LTD offers the following job offer.

For the selective positions we are offering you is that of "Site Engineer" at a monthly salary of 16,500/- with an annual cost to company 2,00,000. This position reports to Project Manager.

Letter of appointment is subject to confirmation.

Selected Candidates list..

S.NO	NAME OF THE CANDIDATE	DEPARTMENT
1	CHAKRALA PARVATHI	CIVIL
2	CHINNURU SONIYA	CIVIL
3	NAGADASARI ALEKHYA	CIVIL
4	PATIBANDLA KAVYA	CIVIL
5	GUNDBATHINA NEHEMYA	CIVIL
6	I SAI MANI VENKATA RAM	CIVIL
7	RAVINUTHALA SYAM	CIVIL
8	THOTA SAI MANI HARISH	CIVIL

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

Thanking you

Yours truly,

MEDIKONDA CONSTRUCTIONS PVT LTD

Project Manager