

EFF/HRD/22-23/OFF-RD/052

10-OCT-22

To

MR DASARI HARSHA VARDHAN,
S/O DASARI CHANDRA MOULI,
10TH DIVISION,
ONGOLE,
PRAKASAM DISTRICT,
ANDHRA PRADESH.



Dear MR. DASARI HARSHA VARDHAN,

Subject: Provisional Conditional Offer Letter as SOFTWARE DEVELOPER Trainee in Research & Development

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee (Engineer - R&D) in Efftronics Systems Pvt Ltd.

Your Scheduled date of joining will be on first week of July/August 2023 (Tentatively).

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

We welcome you to Efftronics family, looking forward for a long and mutually benefited association.

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

With Regards,

For Efftronics Systems Pvt Ltd,

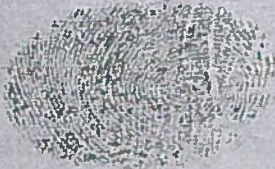
Spurthi D
(SPURTHI D)

HR MANAGER

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

The Terms and Conditions of this offer are:

1. Your Training period would be for a Maximum of Six months starting from the schedule date of joining, and you will be designated as "Trainee" till the completion of your Training period.
2. You are required to serve the company for a period of 2.5 Years excluding the Training period.
3. You are required to submit all your Original Academic Certificates on the date of Joining and would be held with the company till the completion of your service agreement.
4. You are required to complete all the assignments given in the training period within the stipulated time period. In case of your inability to complete the given task; you will be dropped from the training.
5. If your training period extends on administration grounds, extension of training depends on the discretion of management.
6. You are eligible for a stipend of Rs. 10,000 per month during the training period and after the successful completion of Training, your CTC (Cost to Company) will be Rs.6.8 Lakh per annum with Gross salary 47K per month.
7. After successful completion of the training period your salary may increase depending upon your performance.
8. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Efftronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.
9. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.
10. You should not resign during the agreement period.



D. Chandra Mohan
Signature of Parent/ Guardian



D. Harshavardhan
Signature of candidate

Principal
PRINCIPAL
M/S KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU: ONGOLE.

CIN: U51909AP1987PTC007554 | GST: 37AAAGE4879Q1ZT

Separation:

11. If the Trainee fails to prove himself/herself during the Training period, the company has every right to terminate him/her at that stage itself.
12. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she must pay Rs. 1,00,000 as the Training cost to the company.
13. At any time during the Training, if the Trainee is found to be Wilfully non- performer or guilty of fraud, dishonest, disobedient, disorderly behaviour, negligence, indiscipline, prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of Rs.1,00,000/- from you for the above said act.
14. A detailed letter of Appointment will be issued to you, after the successful completion of the Training Period.



With Regards,

For Efftronics Systems Pvt Ltd,

Spurthi D
(SPURTHI D)

HR MANAGER

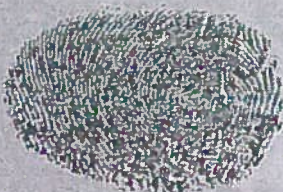
ACCEPTANCE FORM

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

Date: 11/10/2022

Place: Koppolu

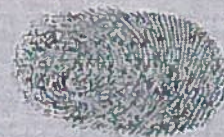
D. Chandramouli
Signature of Parent/ Guardian



[Signature]
PRINCIPAL

**RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALURU:: ONGOLE.**

D. Karthikeyan
Signature of candidate



CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

EFF/HRD/22-23/OFF-RD/053

10-OCT-22

To

MR. MOHAMMED YOUNUS AHAMED,
S/O MOHAMMED KHALEEL,
NEAR POTHURAJU MITTA,
SIPOY STREET,
KANDUKUR,
ANDHRA PRADESH - 523105.



Dear MR. MOHAMMED YOUNUS AHAMED,

Subject: Provisional Conditional Offer Letter as SOFTWARE ENGINEER Trainee in Research & Development

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee (Engineer - R&D) in Efftronics Systems Pvt Ltd.

Your Scheduled date of joining will be on first week of **July/August 2023 (Tentatively)**.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

We welcome you to Efftronics family, looking forward for a long and mutually benefited association.

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

With Regards,

For Efftronics Systems Pvt Ltd,

Spurthi D
(SPURTHI D)

HR MANAGER

[Signature]
PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
MURUGUPU, ONGOLE.


CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

The Terms and Conditions of this offer are:

1. Your Training period would be for a Maximum of Six months starting from the schedule date of joining, and you will be designated as "Trainee" till the completion of your Training period.
2. You are required to serve the company for a period of 2.5 Years excluding the Training period.
3. You are required to submit all your Original Academic Certificates on the date of Joining and would be held with the company till the completion of your service agreement.
4. You are required to complete all the assignments given in the training period within the stipulated time period. In case of your inability to complete the given task; you will be dropped from the training.
5. If your training period extends on administration grounds, extension of training depends on the discretion of management.
6. You are eligible for a stipend of Rs. 10,000 per month during the training period and after the successful completion of Training, your CTC (Cost to Company) will be Rs.5.3 Lakh per annum with Gross salary 35K per month.
7. After successful completion of the training period your salary may increase depending upon your performance.
8. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Efftronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.
9. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.
10. You should not resign during the agreement period.



Signature of Parent/ Guardian


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VALLURU:: ONGOLE.**

Signature of candidate

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Smart Railway Signaling

Smart Buildings

Smart Cities

IoT Solutions

Separation:

11. If the Trainee fails to prove himself/herself during the Training period, the company has every right to terminate him/her at that stage itself.
12. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she must pay **Rs. 1,00,000** as the Training cost to the company.
13. At any time during the Training, if the Trainee is found to be **Wilfully non- performer** or guilty of fraud, dishonest, disobedient, disorderly behaviour, negligence, indiscipline, prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of **Rs.1,00,000/-** from you for the above said act.
14. A detailed letter of Appointment will be issued to you, after the successful completion of the Training Period.



With Regards,

For Efftronics Systems Pvt Ltd,

Spurthi D
(SPURTHI D)

HR MANAGER

ACCEPTANCE FORM

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

Date:

Place:

Signature of Parent/ Guardian

[Handwritten Signature]
**PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.**

Signature of candidate

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

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IoT Solutions

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Disha Gupta <disha.gupta@hcl.com>

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

5 September 2022 at 10:57

Cc: Ashish Bhalla <ashish.bhalla@hcl.com>, Juisha Thomas <juisha_thomas@hcl.com>, Bhaskar Paliwal <bhaskar.paliwal@hcl.com>, Mayank Singh <mayankasingh@hcl.com>, Madhumita Murali <madhumita.m@hcl.com>

Classification: Internal

Dear Raghu,

PFB The updated list:

SNO	Registered Name	Registered Email	UG Specialization
1	KOUSIKA VOLETI	KOUSIKAVOLETI@GMAIL.COM	OTHER COMPUTER SCIENCE AND ENGINEERING
2	YASASWINI POTHAKAMURI	ZAINYASSU@GMAIL.COM	COMPUTER SCIENCE
3	M.VENKATA.NAGA.SAIKEERTHI	KEERTHIKRISHNAMORUBOINA@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
4	SABDANANDA SWAROOP.SANAGAPALLI	ANANDSWAROOP3010@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
5	B.VENKATA VISHNU PRIYA	VISHNUPRIYABONDA@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
6	CHALLA AJAY VARMA	AJAYCHALLA537@GMAIL.COM	OTHER COMPUTER SCIENCE AND ENGINEERING
7	K.MOHAN CHAND	CHANDUKOMMALAPATI5@GMAIL.COM	COMPUTER SCIENCE
8	NADENDLA SAI PUJITHA	SAIPUJITHANADENDLA22@GMAIL.COM	COMPUTER SCIENCE
9	PADMA SAI VAYIGANDLA	PADMASAI.VAYIGANDLA@GMAIL.COM	COMPUTER SCIENCE
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11	S CH L RUPA DEVI	RUPAREDDY1204@GMAIL.COM	COMPUTER SCIENCE
12	SHAIK HEENA THAKDEES	HEENATHAKDEESSHAIK@GMAIL.COM	COMPUTER SCIENCE
13	GOPIREDDY VARSHITHA SAI	GOPIREDDY.VARSHITHASAI@GMAIL.COM	COMPUTER SCIENCE
14	SANNEBOINA PAVANI	PAVANIPALU2468@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
15	M.V.PAVANA VYSHNAVI	PAVANAVYSHNAVI@GMAIL.COM	OTHER COMPUTER SCIENCE AND ENGINEERING
16	SRIKANTH MEDIKONDA	SRIKANTHMEDIKONDA007@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
17	G.V.S.PUSHPALATHA	PUSHPALATHAGURRAM954@GMAIL.COM	OTHER COMPUTER SCIENCE AND ENGINEERING
18	RUKMINI SRI MANASA CHIRALA	CHIRALAMANASA2002@GMAIL.COM	COMPUTERS ENGINEERING
19	VELAMPALLI PAVAN SAINADH GUPTA	PSAI6696@GMAIL.COM	COMPUTER SCIENCE
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21	PATHI DURGA DEVI	KDDKNG123@GMAIL.COM	COMPUTERS ENGINEERING
22	KARNATI ANJALI	ANJALIKARNATI77@GMAIL.COM	COMPUTER SCIENCE
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 RISE KRISHNA SAI GANDHI
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 LURU, ANAPUR

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26	HASEENA KAKARLA	516HASEENA@GMAIL.COM	COMPUTER SCIENCE
27	PULIPATI LAKSHMAN KARTHIK	LAKSHMANKARTHIK777@GMAIL.COM	OTHER COMPUTER SCIENCE & ENGINEERING
28	DURGA MAHALAKSHMI APPALA	APPAI ADIRGA8@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
29	ARAVIND VANGAPALLI	VANGAPALLIARAVIND49@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
30	D.SIREESHA	DRONADULASIREESHA4@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
31	CHAMAKIHY.SINDHURA	CHAMARTHYSINDHURA@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
32	GOLLAKARAM VINAY	VINAYGOLLAKARAM4@GMAIL.COM	COMPUTER SCIENCE
33	SAIKAM KEERTHI	SAIKAMKEERTHI9876@GMAIL.COM	OTHER COMPUTER SCIENCE AND ENGINEERING
34	NEELI VENKATA SAI VAIBHAV	VAIBHAVNVS123@GMAIL.COM	COMPUTER SCIENCE
35	NELAPATI HARIKRISHNA	NELAPATI HARIKRISHNA@GMAIL.COM	COMPUTER SCIENCE
36	YOJITHA PABBISETTY	PABBISETTYYOJITHA@GMAIL.COM	COMPUTER SCIENCE
37	PANEM VENKATA KARISHMA	KARISHMAPANEM143@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
38	NANDINI ERAGANI	NANDINIERAGANI02@GMAIL.COM	COMPUTER SCIENCE
39	NAGINENI SRAVANI	NSRAVNI180@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
40	KANDIMALLA DEEPTHI	KANDIMALLA001@GMAIL.COM	COMPUTERS ENGINEERING
41	N.RAJYA LAKSHMI	RAJYALAKSHMINEELISETTY23@GMAIL.COM	OTHER COMPUTER SCIENCE AND ENGINEERING
42	MIRIYALA VENKATA KRISHNA SAI	VENKAT.IN2002@GMAIL.COM	COMPUTER SCIENCE
43	SHAIK.HARISA	HARISAS831@GMAIL.COM	OTHER COMPUTER SCIENCE AND ENGINEERING
44	PRIYA VARSHINI	SANAMPRIYA1@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
45	BANDARU SIRISHA	BANDARUSIRI7@GMAIL.COM	OTHER COMPUTER SCIENCE AND ENGINEERING
46	PARASA VENKATA SAI PAVAN KUMAR	PAVANSaipARASA2000@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
47	SHAIK AZMAL	SHAIKAZMAL8978@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
48	AMARA GEERVANI	AMARAGEERVANI@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
49	B.VENKATA BHAVYA	VENKATABHAVYAB@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
50	KANAMARLAPUDI NAGA SAI ASA KAMALA	ASAKAMALA333@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
51	CHUNDI PRANAVI	PRNAVICHUNDI@GMAIL.COM	OTHER COMPUTER SCIENCE AND ENGINEERING
52	TIRUMALASETTY MURALI KRISHNA	198A1A0562MURALI@GMAIL.COM	OTHER COMPUTER SCIENCE AND ENGINEERING
53	PUVVADA PRASANTH	PRASANTHPUVVADA3105@GMAIL.COM	OTHER COMPUTER SCIENCE AND ENGINEERING
54	BODAPATI SAI YASWITHA	BODAPATISAIYASWITHA@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU, ONGOLE



Dear Kota Venkata Satya Ahalya,

Sub: Letter of Offer

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

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

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

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

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


TATA CONSULTANCY SERVICES LIMITED
Tata Consultancy Services Limited
Deccanpark, No.1, Software Units, Level-9, V. V. Nagar, Hyderabad-500 080, India
Tel: 91 40 6697 2000 Fax: 91 40 6697 2001
Registered Office: Nirma Building, 9th Floor, 100 Feet Road, Hyderabad-500 021
TCS (India) Services Pvt. Ltd. (CIN: 721007) Bangalore-560 075
PRINCIPAL
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VALLURU:: ONGOLE.



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Decanpark, No.1, Software Units Layout, M...
Tel: 91 40 6667 2000 Fax: 91 40 666...
Registered Office: Nirma Building, 9th Floor, Nariman Point, Mumbai 400 021

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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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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).

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.



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.

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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

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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 Career Services: 1800 209 3113 Email: careers@tcs.com



12. 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.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. 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.

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

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16. 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.

17. 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.

18. 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.

19. 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 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.

20. 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,

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TCS Career Service Line: 1 800 209 4111 Email: careers@tcs.com

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- 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 documents

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

21. 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.

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TCS Careers Service Line: 800 209 3111 Email: careers@tcs.com

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22. 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.

23. 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.

24. 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.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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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.

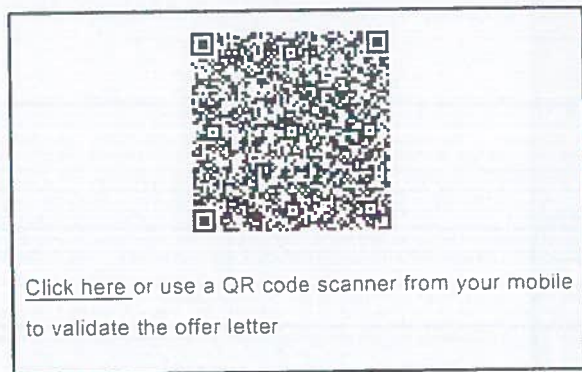
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
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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TCS Career Services: 1 800 379 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Kota Venkata Satya Ahalya
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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
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	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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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 Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

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Tata Consultancy Services

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TCS India Pvt. Ltd. CIN: 751002ZNP0001232 Email: careers@tcs.com



Confidentiality and IP Terms and Conditions

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 filling 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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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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10. 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.

11. 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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Registered Office: Nirma Building, 9th Floor, Nariman Point, Mumbai 400 021



Offer: Computer Consultancy
Ref: TCSL/DT20229868810/Pune
Date: 28/12/2022

Mr. Srichakravarti Nalluri
2-37Thurupbazar,
Near Shivalayam Temple,
Tanguturu-523111,
Andhra Pradesh.
Tel# 91-9948887011

Dear Srichakravarti Nalluri,

Sub: Letter of Offer

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

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

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

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

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services

NW: Tara, Ground Floor, S.No.103, A.T. Nagar, CTS, Hyderabad-500081

Tel: 91-20-6605-7777 Fax: 91-20-6608-7777

Registered Office: Normal Building, 9th Floor, No. 100, Market Street, Chennai-600021

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

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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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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).

HIS offers the following benefits:

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Reaction

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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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Niyati Tatra, Ground Floor, S No. 163, A/1, 129, CTS Road, Nariman Point, Mumbai 400 021, India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7100 Email: hr@tcs.com www.tcs.com

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

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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.



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.

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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

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Tata Consultancy Services Limited

Nyan-Tara Ground Floor, S.No 103/A11, 129, CTS 1495, Kagar Road, Yerwade, Pune-411 006 India

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


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12. 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.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. 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.

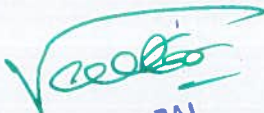
15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

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NW 20, T. Nagar, Ground Floor, 5, No. 11, 5, A/1, 129, CTS, 1995, Indiranagar, Bangalore, Karnataka, India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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



16. 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.

17. 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.

18. 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.

19. 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 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.

20. 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,

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Niyati Tower Ground Floor S.No.103, A-1, 179, CTS, 1995, Nag

Tel: 91 20 6508 7777 Fax: 91 20 6508 7107 Web: www.tcs.com

Registered Office: Narmal Building, 9th Floor, Narana


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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 documents

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

21. 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.



22. 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.

23. 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.

24. 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.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.


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(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Tata Consultancy Services

Niyati Tारा, Ground Floor, S No. 103/A/1/1/19, CTS 1495, Kagar Road, Off. Western Express Highway, Andheri West, Mumbai - 400 053 India.

Tel: 91 20 6606 7777 Fax: 91 20 6606 7907 Website: www.tcs.com

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

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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

Girish V. Nandimath
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	Srichakravarti Nalluri
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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
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	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



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 Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

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Confidentiality and IP Terms and Conditions

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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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tower, Ground Floor, S.No. 105 A, T/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7277 Fax: 91 20 6608 7307 Website: www.tcs.com

Registered Office: Nirmal Building, 10th Floor, Nambur Point, Mumbai 400 021

TCS Chennai Office: 150/151, Anna Salai, Chennai 600 002



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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



10. 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.

1. 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/DT20229912611/Hyderabad
Date: 24/11/2022

Ms. Radha Papanaboina
5-380Sajapuram Santhamaguluru,
Kummari Pallem,
Ongole-523302,
Andhra Pradesh.
Tel# -

Dear Radha Papanaboina,

Sub: Letter of Offer

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

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

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

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

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur

Tel: 91 40 6667 2000 Fax: 91 40 6667 222

Registered Office: Nirmal Building, 9th Floor, Narayan

TCS Careers ServiceLine: 1800 209 3111 E


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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

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TATA CONSULTANCY SERVICES

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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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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).

HIS offers the following benefits:

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

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



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.

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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

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12. 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.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. 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.

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.



16. 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.

17. 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.

18. 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.

19. 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 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.

20. 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,

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TATA CONSULTANCY SERVICES LIMITED

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Registered Office: Nirmla Building, 9th Floor, Narayana, Hyderabad - 500081

TCS Careers ServiceLine: 1800 209 3111 E: careers@tcs.com

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- 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 documents

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

21. 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.



22. 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.

23. 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.

24. 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.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.



(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhavaram, Chennai - 600 036, India
Tel: 91 40 6657 2000 Fax: 91 40 6657 2222
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1 800 209 31 11 Email: careers@tcs.com

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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.

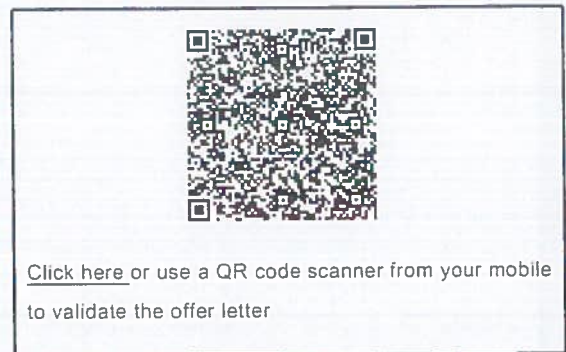
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
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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TCSL/DT20229912611

TATA CONSULTANCY SERVICES LIMITED

Tata Consultancy Services Limited
Deccanpark, No.1 Software Units Layout, H. No. 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

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GROSS SALARY SHEET

Annexure 1

Name	Radha Papanaboina
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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
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	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



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 & 169-8, 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>	

Veerappan



Confidentiality and IP Terms and Conditions

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.



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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TATA CONSULTANCY SERVICES LIMITED

Tata Consultancy Services Limited

Deccanpark, 190 T Software Units Layout, Malabar Hill, Mumbai - 400 021, India

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

Registered Office: Nival Building, 9th floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1 800 209 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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

Lead



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

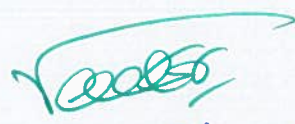
(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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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10. 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.

11. 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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TATA CONSULTANCY

Tata Consultancy Services Limited

Duncanpark, 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: 1 800 209 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.


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TATA CONSULTANCY SERVICES

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



HRD/IT/21-22/00011115

Ms.BUDDULA KELITA JOVEL,
Candidate ID-E111149,
RAVIPADU ROAD,
CUMBUM,
PIN:523333
PH.NO:-7287892656

DEC 16 ,2022

Dear BUDDULA KELITA JOVEL,

Welcome to Develop Trees!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Develop Trees 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 Develop Trees, 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 learn ability, values and trusted relationships with our clients continue to be the corner stones 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,

EVP and Head Human Resources-Develop Trees

DEVELOPTREES

9D.No-21-17-878,

Malleswariparadise, wardno- 42,

Anjaneya peta 3rd line

Amaravathi Road,

Guntur-522007, AP.

Contact: 08633500229

hr@developtrees.com

www.developtrees.com



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

HRD/IT/21-22/00011115

Ms. BUDDULA KELITA JOVEL,
Candidate ID-E111149,
RAVIPADU ROAD,
CUMBUM,
PIN:523333
PH.NO:-7287892656

DEC 16 ,2022

Dear BUDDULA KELITA JOVEL,

Congratulations! We are delighted to make you an offer as **Software Developer** and your role is **Developer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **DEC 16 ,2022**.

Location

Your location of training is **Guntur, Andhra Pradesh**. 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 worklocation.

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom 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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Information and background verification :

The commencement or continuation of your employment with the company is contingent on the results of a background check which includes reference checks and verification of academics. If the results of your background check reveal information that is inconsistent with our standards, The Develop Trees retains the right to terminate any employee who has indulged in or has legal proceedings for misrepresentation or crimes. Please provide us with academic credentials & professional reference. By accepting this offer you are accepting the company's policy on background verification

Probation and confirmation :

You will be on probation for a period of three 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

Personal Particulars :

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee and an emergency contact.

NATURE OF WORK :

Your nature of work mainly includes all the aspects of the duties and responsibilities mentioned in your job description as well as any other ad-hoc duties assigned to you from time to time. The nature of work and responsibilities will be assigned and explained to you by your immediate manager from time to time.

WORKING/SHIFT HOURS :

The normal working hours of the company are from 8:30 to 6:30 from Monday to Saturday including lunch break and tea breaks. As the company works 24/7 and also depending on organizational requirement or project contingencies, working hours and days for specific employees or groups of employees or all employees may be modified/changed from time to time which will be communicated to you by your manager

SALARY PAYMENT :

Regular employees in India are paid their monthly salary through their bank transfer on or before 10th of every month. You are requested to note that processing of monthly pay will be subject to submission of your Permanent Account Number (PAN) details to the company. In case you do not have PAN, please initiate the application process for the same immediately and carry the acknowledgement as issued by the income tax authorities with you while coming for joining. A copy of acknowledgement would need to be submitted by you for our records.


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VALLURU:: ONGOLE.

Agreement:

Our offer to you as 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 Develop Trees 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.

Dual Employment:

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 Develop Trees. 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.

Tax Deducted Source :

As required by law you shall be responsible for taxes including filing tax returns

Leave And Holidays :

As an employee of the company you will be entitled to 1 casual leave per month if in case you don't wise to take the casual leave of that month that leave would be lapsed and will not be carried forward to the next month. The company follows strict time schedule and late comings are discouraged and for every late coming you will be entitled for loss of pay for half day holidays would be as per the list declared by the company from time to time.

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 months' notice or salary there of 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 there of.

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.


PRINCIPAL
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Performance Reviews :

The company also has a yearly appraisal based on performance you may be eligible for a salary appraisal under the policy based on your individual ratings, as well as the performance of the team and the performance of a company as a whole which is achieved during the period.

Intellectual Property Right :

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use / utilize such improvement and you shall assign all the rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company

RESTRAIN:

ACCESS TO INFORMATION:


Information is available on need to know basis for specific groups. Access to this information is authorized through privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

RESTRICTION OF PERSONAL USE:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet services and working time of the company for personal use. You will under no circumstances carry any work from home unless specifically requested by your manager. Any usage of company information of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

Other terms and conditions:

Our offer to you as a **Software Developer** 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 2022-2023. These eligibility criteria for the Role of a **Developer**, has already been clearly communicate you and your college during these lection 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 Develop Trees.


PRINCIPAL
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GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

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.

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

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 .

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 Develop Trees family and wish you a rewarding career over the years to come.

Yours sincerely,


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


EVP and Head Human Resources – Develop Trees

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 name Location


**PRINCIPAL
RISE KRISHNA SAI GANDHI
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VALLURU:: ONGOLE.**

ANNEXURE- I

(Compensation during the Training Period)

Particulars	Monthly	Annually
Basic Pay	₹ 14,583.33	₹ 1,75,000.00
House Rent Allowance(HRA)	₹ 5,833.33	₹ 70,000.00
Entertainment Allowance	₹ 425.00	₹ 5,100.00
Refreshment Allowance	₹ 1,458.33	₹ 17,500.00
Car/Vehicle Allowance	₹ 2,916.67	₹ 35,000.00
Take Home Salary	25216.67	₹ 3,02,600.00
Retiral/Deductions		
Provident Fund(PF)	1750	₹ 21,000.00
ESI		
Professional Tax	₹ 200.00	₹ 2,400.00
Health Insurance	₹ 2,000.00	₹ 24,000.00
Total Deductions	₹ 3,950.00	₹ 47,400.00
Gross Salary	₹ 29,166.67	₹ 3,50,000.00
Additional Contribution of Employer		
EPF(Employer contribution of PF)	1750	21000
ESI(Employer Contribution)		
Total Employer Contribution	₹ 1,750.00	₹ 21,000.00
Total Cost to Company	₹ 30,916.67	₹ 3,71,000.00 /*


PRINCIPAL
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ANGOLE.



HRD/IT/21-22/00011115

Ms.MARAM AKHILA,
Candidate ID-E111147,
D.NO:171,
VITTALAPURAM,
TALLURU,
ONGOLE,
PRAKASAM,
PIN:523001
PH.NO:-9392474769

DEC 16 ,2022

Dear MARAM AKHILA,

Welcome to Develop Trees!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Develop Trees 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 Develop Trees, 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 learn ability, values and trusted relationships with our clients continue to be the corner stones 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,

EVP and Head Human Resources-Develop Trees

DEVELOPTREES

9D.No-21-17-878,

Malleswariparadise,wardno- 42,

Anjaneya peta 3rd line

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HRD/IT/21-22/00011115

DEC 16 ,2022

Ms.MARAM AKHILA,
Candidate ID-E111147,
D.NO:171,
VITTALAPURAM,
TALLURU,
ONGOLE,
PRAKASAM,
PIN:523001
PH.NO:-9392474769

Dear MARAM AKHILA,

Congratulations! We are delighted to make you an offer as **Software Developer** and your role is **Developer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **DEC 16 ,2022**.

Location


Your location of training is **Guntur,Andhra Pradesh**. 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 worklocation.

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.*

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Information and background verification :

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Tax Deducted Source :

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Leave And Holidays :

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RESTRAIN:

ACCESS TO INFORMATION:


Information is available on need to know basis for specific groups. Access to this information is authorized through privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

RESTRICTION OF PERSONAL USE:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet services and working time of the company for personal use. You will under no circumstances carry any work from home unless specifically requested by your manager. Any usage of company information of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

Other terms and conditions:

Our offer to you as a **Software Developer** 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 **2022-2023**. These eligibility criteria for the Role of a **Developer**, has already been clearly communicate you and your college during these lection 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 Develop Trees.


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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.

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

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 .

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 Develop Trees family and wish you a rewarding career over the years to come.

Yours sincerely,


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


EVP and Head Human Resources – Develop Trees

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 name Location


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ANNEXURE- I

(Compensation during the Training Period)

Particulars	Monthly	Annually
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Provident Fund(PF)	1750	₹ 21,000.00
ESI		
Professional Tax	₹ 200.00	₹ 2,400.00
Health Insurance	₹ 2,000.00	₹ 24,000.00
Total Deductions	₹ 3,950.00	₹ 47,400.00
Gross Salary	₹ 29,166.67	₹ 3,50,000.00
Additional Contribution of Employer		
EPF(Employer contribution of PF)	1750	21000
ESI(Employer Contribution)		
Total Employer Contribution	₹ 1,750.00	₹ 21,000.00
Total Cost to Company	₹ 30,916.67	₹ 3,71,000.00 /*

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VALLURU:: ONGOLE.



HRD/IT/21-22/00011115

Ms.KAKARLA VANAJA,
Candidate ID-E111153,
D.NO:5-19C,
NAGANNAPALEM,
MADDIPADU,
PRAKASAM,
PIN NO:523211,
PH.NO:-9392967737

DEC 16 ,2022

Dear KAKARLA VANAJA,

Welcome to Develop Trees!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Develop Trees 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 Develop Trees, 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 learn ability, values and trusted relationships with our clients continue to be the corner stones 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,

EVP and Head Human Resources-Develop Trees



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DEVELOPTREES

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HRD/IT/21-22/00011115

Ms.KAKARLA VANAJA,
Candidate ID-E111153,
D.NO:5-19C,
NAGANNAPALEM,
MADDIPADU,
PRAKASAM,
PIN NO:523211,
PH.NO:-9392967737

DEC 16 ,2022

Dear KAKARLA VANAJA,

Congratulations! We are delighted to make you an offer as **Software Developer** and your role is **Developer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **DEC 16 ,2022**.

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Information and background verification :

The commencement or continuation of your employment with the company is contingent on the results of a background check which includes reference checks and verification of academics. If the results of your background check reveal information that is inconsistent with our standards, The Develop Trees retains the right to terminate any employee who has indulged in or has legal proceedings for misrepresentation or crimes. Please provide us with academic credentials & professional reference. By accepting this offer you are accepting the company's policy on background verification

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VALLURU:: ONGOLE.

Agreement:

Our offer to you as 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 Develop Trees 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.

Dual Employment:

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 Develop Trees. 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.

Tax Deducted Source :

As required by law you shall be responsible for taxes including filing tax returns


Leave And Holidays :

As an employee of the company you will be entitled to 1 casual leave per month if in case you don't wise to take the casual leave of that month that leave would be lapsed and will not be carried forward to the next month. The company follows strict time schedule and late comings are discouraged and for every late coming you will be entitled for loss of pay for half day holidays would be as per the list declared by the company from time to time.

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 months' notice or salary there of 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 there of.

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.


PRINCIPAL
RICE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
BALLURU:: ONGOLE.

Performance Reviews :

The company also has a yearly appraisal based on performance you may be eligible for a salary appraisal under the policy based on your individual ratings, as well as the performance of the team and the performance of a company as a whole which is achieved during the period.

Intellectual Property Right :

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use /utilize such improvement and you shall assign all the rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company

RESTRAIN:

ACCESS TO INFORMATION:

Information is available on need to know basis for specific groups. Access to this information is authorized through privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

RESTRICTION OF PERSONAL USE:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet services and working time of the company for personal use. You will under no circumstances carry any work from home unless specifically requested by your manager. Any usage of company information of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

Other terms and conditions:

Our offer to you as a **Software Developer** 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 2022-2023. These eligibility criteria for the Role of a **Developer**, has already been clearly communicate you and your college during these lecture 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 Develop Trees.

**PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
MALLURU: C.A.P.E.**

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.

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

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.

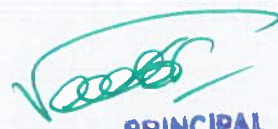
If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force

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

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 Develop Trees family and wish you a rewarding career over the years to come.

Yours sincerely,


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

EVP and Head Human Resources – Develop Trees


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 name

Location


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

ANNEXURE- I

(Compensation during the Training Period)

Particulars	Monthly	Annually
Basic Pay	₹ 14,583.33	₹ 1,75,000.00
House Rent Allowance(HRA)	₹ 5,833.33	₹ 70,000.00
Entertainment Allowance	₹ 425.00	₹ 5,100.00
Refreshment Allowance	₹ 1,458.33	₹ 17,500.00
Car/Vehicle Allowance	₹ 2,916.67	₹ 35,000.00
Take Home Salary	25216.67	₹ 3,02,600.00
Retiral/Deductions		
Provident Fund(PF)	1750	₹ 21,000.00
ESI		
Professional Tax	₹ 200.00	₹ 2,400.00
Health Insurance	₹ 2,000.00	₹ 24,000.00
Total Deductions	₹ 3,950.00	₹ 47,400.00
Gross Salary	₹ 29,166.67	₹ 3,50,000.00
Additional Contribution of Employer		
EPF(Employer contribution of PF)	1750	21000
ESI(Employer Contribution)		
Total Employer Contribution	₹ 1,750.00	₹ 21,000.00
Total Cost to Company	₹ 30,916.67	₹ 3,71,000.00 /*


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



HRD/IT/21-22/00011115

Ms.MADDA PRAGATHI,
Candidate ID-E111151,
BEERAMGUNTA,
KOTHAPATNAM,
PRAKASAM,
PH.NO:-9014725704

DEC 16 ,2022

Dear MADDA PRAGATHI,

Welcome to Develop Trees!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Develop Trees 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 Develop Trees, we assure that your career will never stand still,we will inspire you to build what's next and we will navigate further,togethr.Our journey of learn ability, values and trusted relationships with our clients continue to be the corner stones 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,

EVP and Head Human Resources-Develop Trees

DEVELOPTREES

9D.No-21-17-878,

Malleswariparadise,wardno- 42,

Anjaneya peta 3rd line

Amaravathi Road,

Guntur-522007,AP.

Contact: 08633500229

hr@developtrees.com

www.developtrees.com

Suman



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

HRD/IT/21-22/00011115

Ms.MADDA PRAGATHI,
Candidate ID-E111151,
BEERAMGUNTA,
KOTHAPATNAM,
PRAKASAM,
PH.NO:-9014725704

DEC 16 ,2022

Dear MADDA PRAGATHI,

Congratulations! We are delighted to make you an offer as **Software Developer** and your role is **Developer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **DEC 16 ,2022**.

Location


Your location of training is **Guntur,Andhra Pradesh**. 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 worklocation.

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom 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.


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

Information and background verification :

The commencement or continuation of your employment with the company is contingent on the results of a background check which includes reference checks and verification of academics. If the results of your background check reveal information that is inconsistent with our standards, The Develop Trees retains the right to terminate any employee who has indulged in or has legal proceedings for misrepresentation or crimes. Please provide us with academic credentials & professional reference. By accepting this offer you are accepting the company's policy on background verification

Probation and confirmation :

You will be on probation for a period of three 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

Personal Particulars :

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee and an emergency contact.

NATURE OF WORK :

Your nature of work mainly includes all the aspects of the duties and responsibilities mentioned in your job description as well as any other as-hoc duties assigned to you from time to time. The nature of work and responsibilities will be assigned and explained to you by your immediate manager from time to time.

WORKING/SHIFT HOURS :

The normal working hours of the company are from 8:30 to 6:30 from Monday to Saturday including lunch break and tea breaks. As the company works 24/6 and also depending on organizational requirement or project contingencies, working hours and days for specific employees or groups of employees or all employees may be modified/alterd from time to time which will be communicated to you by your manager

SALARY PAYMENT :

Regular employees in india are paid their monthly salary through their bank transfer on or before 10th of every month. You are requested to note that processing of monthly pay will be subject to submission of you Permanent Account Number (PAN) details to the company. In case you do not have PAN, please initiate the application process for the same immediately and carry the acknowledgement as issued by the income tax authorities with you while coming for joining. A copy of acknowledgement would need to be submitted by you for our records.


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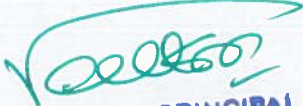
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This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts .

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 Develop Trees family and wish you a rewarding career over the years to come.

Yours sincerely,


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

EVP and Head Human Resources – Develop Trees

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

Date: _____, 20____

Sign your name

_____ Location
Print yourname



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

ANNEXURE- I

(Compensation during the Training Period)


Particulars	Monthly	Annually
Basic Pay	₹ 14,583.33	₹ 1,75,000.00
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Car/Vehicle Allowance	₹ 2,916.67	₹ 35,000.00
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Provident Fund(PF)	1750	₹ 21,000.00
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Professional Tax	₹ 200.00	₹ 2,400.00
Health Insurance	₹ 2,000.00	₹ 24,000.00
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Additional Contribution of Employer		
EPF(Employer contribution of PF)	1750	21000
ESI(Employer Contribution)		
Total Employer Contribution	₹ 1,750.00	₹ 21,000.00
Total Cost to Company	₹ 30,916.67	₹ 3,71,000.00 /*

(Signature)
PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
HIRU:: ONGOLE.

ANNEXURE- I

(Compensation during the Training Period)

Particulars	Monthly	Annually
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PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
!!RU:: ONGOLE.



HRD/IT/21-22/00011115

Ms.PEDANABOYANA NANDINI,
Candidate ID-E111161,
D.NO:5-13,
PEDANAPALEM,
SINGARAYAKONDA,
PRAKASAM,
PIN NO:523104,
PH.NO:-7032382197

DEC 16 ,2022

Dear PEDANABOYANA NANIDINI,

Welcome to Develop Trees!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Develop Trees 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 Develop Trees, 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 learn ability, values and trusted relationships with our clients continue to be the corner stones 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,

EVP and Head Human Resources-Develop Trees

DEVELOPTREES

9D.No-21-17-878,

Malleswariparadise,wardno- 42,

Anjaneya peta 3rd line

Amaravathi Road,

Guntur-522007,AP.

Contact: 08633500229

hr@developtrees.com

hr@developtrees.com

Srinivas - 19



Srinivas

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

HRD/IT/21-22/00011115

DEC 16 ,2022

Ms.PEDANABOYANA NANDINI,
Candidate ID-E111161,
D.NO:5-13,
PEDANAPALEM,
SINGARAYAKONDA,
PRAKASAM,
PIN NO:523104,
PH.NO:-7032382197

Dear PEDANABOYANA NANIDINI,

Congratulations! We are delighted to make you an offer as **Software Developer** and your role is **Developer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **DEC 16 ,2022**.

Location


Your location of training is **Guntur,Andhra Pradesh**. 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 worklocation.

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.*

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

Information and background verification :

The commencement or continuation of your employment with the company is contingent on the results of a background check which includes reference checks and verification of academics. If the results of your background check reveal information that is inconsistent with our standards, The Develop Trees retains the right to terminate any employee who has indulged in or has legal proceedings for misrepresentation or crimes. Please provide us with academic credentials & professional reference. By accepting this offer you are accepting the company's policy on background verification

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Agreement:

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Dual Employment:

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 Develop Trees. 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.

Tax Deducted Source :

As required by law you shall be responsible for taxes including filing tax returns

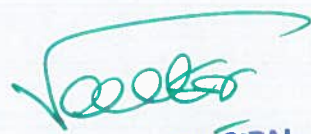
Leave And Holidays :

As an employee of the company you will be entitled to 1 casual leave per month if in case you don't wise to take the casual leave of that month that leave would be lapsed and will not be carried forward to the next month. The company follows strict time schedule and late comings are discouraged and for every late coming you will be entitled for loss of pay for half day holidays would be as per the list declared by the company from time to time.

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 months' 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.


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

Performance Reviews :

The company also has a yearly appraisal based on performance you may be eligible for a salary appraisal under the policy based on your individual ratings, as well as the performance of the team and the performance of a company as a whole which is achieved during the period.

Intellectual Property Right :

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use /utilize such improvement and you shall assign all the rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company

RESTRAIN:

ACCESS TO INFORMATION:


Information is available on need to know basis for specific groups. Access to this information is authorized through privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

RESTRICTION OF PERSONAL USE:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet services and working time of the company for personal use. You will under no circumstances carry any work from home unless specifically requested by your manager. Any usage of company information of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

Other terms and conditions:

Our offer to you as a **Software Developer** 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 **2022-2023**. These eligibility criteria for the Role of a **Developer**, has already been clearly communicate you and your college during these lection 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 Develop Trees.


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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.

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

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 .

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 Develop Trees family and wish you a rewarding career over the years to come.

Yours sincerely,


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

EVP and Head Human Resources – Develop Trees

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 name Location



**PRINCIPAL
RISE KRISHNA SAI GANDHI
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VALLURU:: ONGOLE.**

ANNEXURE- I

(Compensation during the Training Period)

Particulars	Monthly	Annually
Basic Pay	₹ 14,583.33	₹ 1,75,000.00
House Rent Allowance(HRA)	₹ 5,833.33	₹ 70,000.00
Entertainment Allowance	₹ 425.00	₹ 5,100.00
Refreshment Allowance	₹ 1,458.33	₹ 17,500.00
Car/Vehicle Allowance	₹ 2,916.67	₹ 35,000.00
Take Home Salary	25216.67	₹ 3,02,600.00
Retiral/Deductions		
Provident Fund(PF)	1750	₹ 21,000.00
ESI		
Professional Tax	₹ 200.00	₹ 2,400.00
Health Insurance	₹ 2,000.00	₹ 24,000.00
Total Deductions	₹ 3,950.00	₹ 47,400.00
Gross Salary	₹ 29,166.67	₹ 3,50,000.00
Additional Contribution of Employer		
EPF(Employer contribution of PF)	1750	21000
ESI(Employer Contribution)		
Total Employer Contribution	₹ 1,750.00	₹ 21,000.00
Total Cost to Company	₹ 30,916.67	₹ 3,71,000.00 /*

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



HRD/IT/21-22/00011115

Mr.SRUNGARAPU SAI AVINASH,
Candidate ID-E111163,
SUBSTATION ROAD,
PODILI,
PH.NO:-8096861783

DEC 16 ,2022

Dear SRUNGARAPU SAI AVINASH,

Welcome to Develop Trees!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Develop Trees 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 Develop Trees, 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 learn ability, values and trusted relationships with our clients continue to be the corner stones 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,

EVP and Head Human Resources-Develop Trees

DEVELOPTREES

9D.No-21-17-878,

Malleswariparadise, wardno- 42,

Anjaneya peta 3rd line

Amaravathi Road,

Guntur-522007, AP.

Contact: 08633500229

hr@developtrees.com

www.developtrees.com

Suvarna

Veeran



PRINCIPAL
KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VAILLURU: ANGOLE.

HRD/IT/21-22/00011115

Mr.SRUNGARAPU SAI AVINASH,
Candidate ID-E111163,
SUBSTATION ROAD,
PODILI,
PH.NO:-8096861783

DEC 16 ,2022

Dear SRUNGARAPU SAI AVINASH,

Congratulations! We are delighted to make you an offer as **Software Developer** and your role is **Developer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **DEC 16 ,2022**.

Location

Your location of training is **Guntur,Andhra Pradesh**. 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 worklocation.

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom 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.


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

Information and background verification :

The commencement or continuation of your employment with the company is contingent on the results of a background check which includes reference checks and verification of academics. If the results of your background check reveal information that is inconsistent with our standards, The Develop Trees retains the right to terminate any employee who has indulged in or has legal proceedings for misrepresentation or crimes. Please provide us with academic credentials & professional reference. By accepting this offer you are accepting the company's policy on background verification

Probation and confirmation :

You will be on probation for a period of three 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

Personal Particulars :

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee and an emergency contact.

NATURE OF WORK :

Your nature of work mainly includes all the aspects of the duties and responsibilities mentioned in your job description as well as any other as-hoc duties assigned to you from time to time. The nature of work and responsibilities will be assigned and explained to you by your immediate manager from time to time.

WORKING/SHIFT HOURS :

The normal working hours of the company are from 8:30 to 6:30 from Monday to Saturday including lunch break and tea breaks. As the company works 24/6 and also depending on organizational requirement or project contingencies, working hours and days for specific employees or groups of employees or all employees may be modified/alterd from time to time which will be communicated to you by your manager

SALARY PAYMENT :

Regular employees in india are paid their monthly salary through their bank transfer on or before 10th of every month. You are requested to note that processing of monthly pay will be subject to submission of you Permanent Account Number (PAN) details to the company. In case you do not have PAN, please initiate the application process for the same immediately and carry the acknowledgement as issued by the income tax authorities with you while coming for joining. A copy of acknowledgement would need to be submitted by you for our records.

PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
ALL INDIA ENGINE

Agreement:

Our offer to you as 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 Develop Trees 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.

Dual Employment:

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 Develop Trees. 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.

Tax Deducted Source :

As required by law you shall be responsible for taxes including filing tax returns


Leave And Holidays :

As an employee of the company you will be entitled to 1 casual leave per month if in case you don't wise to take the casual leave of that month that leave would be lapsed and will not be carried forward to the next month. The company follows strict time schedule and late comings are discouraged and for every late coming you will be entitled for loss of pay for half day holidays would be as per the list declared by the company from time to time.

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VALLURU:: @NGOLE.

Performance Reviews :

The company also has a yearly appraisal based on performance you may be eligible for a salary appraisal under the policy based on your individual ratings, as well as the performance of the team and the performance of a company as a whole which is achieved during the period.

Intellectual Property Right :

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use /utilize such improvement and you shall assign all the rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company

RESTRAIN:

ACCESS TO INFORMATION:

Information is available on need to know basis for specific groups. Access to this information is authorized through privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

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Other terms and conditions:

Our offer to you as a **Software Developer** 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 2022-2023. These eligibility criteria for the Role of a **Developer**, has already been clearly communicate you and your college during these lecture 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 Develop Trees.



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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.

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

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.

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 Develop Trees family and wish you a rewarding career over the years to come.

Yours sincerely,


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

EVP and Head Human Resources – Develop Trees

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 name Location



Principal
**RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE**



HRD/IT/21-22/00011115

Mr.SUNNAM SAI VARUN KUMAR,
Candidate ID-E111168,
ONGOLE,
PH.NO:-9390488124

DEC 16 ,2022

Dear SUNNAM SAI VARUN KUMAR,

Welcome to Develop Trees!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Develop Trees 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 Develop Trees, 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 learn ability, values and trusted relationships with our clients continue to be the corner stones 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,

EVP and Head Human Resources-Develop Trees

DEVELOPTREES

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Contact: 08633500229

hr@developtrees.com

www.developtrees.com

Sunnam Sai Varun Kumar



Rise Krishna Sai Gandhi

PRINCIPAL
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HRD/IT/21-22/00011115

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PH.NO:-9390488124

DEC 16 ,2022

Dear SUNNAM SAI VARUN KUMAR,

Congratulations! We are delighted to make you an offer as **Software Developer** and your role is **Developer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **DEC 16 ,2022**.

Location

Your location of training is **Guntur,Andhra Pradesh**. 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 worklocation.

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom 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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Information and background verification :

The commencement or continuation of your employment with the company is contingent on the results of a background check which includes reference checks and verification of academics. If the results of your background check reveal information that is inconsistent with our standards, The Develop Trees retains the right to terminate any employee who has indulged in or has legal proceedings for misrepresentation or crimes. Please provide us with academic credentials & professional reference. By accepting this offer you are accepting the company's policy on background verification

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RESTRAIN:

ACCESS TO INFORMATION:

Information is available on need to know basis for specific groups. Access to this information is authorized through privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

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Other terms and conditions:

Our offer to you as a **Software Developer** 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 **2022-2023**. These eligibility criteria for the Role of a **Developer**, has already been clearly communicate you and your college during these lection 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 Develop Trees.


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VALLURU:: ONGOLE.

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.

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

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 .

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 Develop Trees family and wish you a rewarding career over the years to come.

Yours sincerely,


PRINCIPAL
RISE KRISHNA SAI GANDHI
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VALLURU:: ONGOLE.

EVP and Head Human Resources – Develop Trees

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

Date: _____, 20____

Sign your name

_____ Location
Print your name


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

ANNEXURE- I

(Compensation during the Training Period)

Particulars	Monthly	Annually
Basic Pay	₹ 14,583.33	₹ 1,75,000.00
House Rent Allowance(HRA)	₹ 5,833.33	₹ 70,000.00
Entertainment Allowance	₹ 425.00	₹ 5,100.00
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Car/Vehicle Allowance	₹ 2,916.67	₹ 35,000.00
Take Home Salary	25216.67	₹ 3,02,600.00
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Provident Fund(PF)	1750	₹ 21,000.00
ESI		
Professional Tax	₹ 200.00	₹ 2,400.00
Health Insurance	₹ 2,000.00	₹ 24,000.00
Total Deductions	₹ 3,950.00	₹ 47,400.00
Gross Salary	₹ 29,166.67	₹ 3,50,000.00
Additional Contribution of Employer		
EPF(Employer contribution of PF)	1750	21000
ESI(Employer Contribution)		
Total Employer Contribution	₹ 1,750.00	₹ 21,000.00
Total Cost to Company	₹ 30,916.67	₹ 3,71,000.00 /*

Yeees
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Compose

Inbox

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Sent

Drafts

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More


Labels

SELECTED STUDENTS LIST BY INMOVIDU TECHNOLOGIES Inbox xHR Inmovidutech <hr@inmovidutech.com>
to me, Campus, Mridula

Fri, 28

List of Selected Students in Placement Drive by Inmovidu Technologies:

Email address	First Name Last Name
anilnalluri1806@gmail.com	Anil Kumar Nalluri
santhoshiipoornima2002@gmail.com	Santhoshi Poornima Konduri
vijayponugubaty829@gmail.com	Ponugubaty Vijay Kumar
amarnadh0106@gmail.com	Mattupalli.Amarnadh
554vishnuvardan@gmail.com	vishnu vardan
Kavithaerani89@gmail.com	Kavitha Erani
lakshmiravuri82@gmail.com	Lakshmi Ravuri
yaminieerla670@gmail.com	Yamini eerla
ravvacharishma@gmail.com	RAVVA CHARISHMA LAKSHMI
ghorkavisravanthi13@gmail.com	Venkata Lakshmi Sravanthi Ghorakavi
layagouthama7@gmail.com	GOUTHAMA LAYANKITHA
vangapalliaravind49@gmail.com	Aravind Vangapalli Rise Krishna Sai Prakasam group
merripudialexander@gmail.com	Alexander Mrippudi


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Ref: 973353/2173398/ELTP

19-Sep-2023

Ms. Sravanthi Venkata Lakshmi Sravanthi
Ongole (Ap) - 523001
Mobile: 8897928989

Subject: Offer of Appointment

Dear Ms. Sravanthi Venkata Lakshmi Sravanthi

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

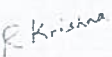
1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP Scheme**.
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**"(ELITE) will include physical classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration "Annual Total Cash Compensation" will be **INR 325000.00(Three Lakh Twenty Five Thousand)**. Please refer **Annexure A** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following: -
 - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - Meeting the set eligibility criteria at the end of your academic course
 - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.
7. You are required to sign a **service bond (Draft at Annexure I)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. Your joining to Tech Mahindra will be subject to successful submission of all mandatory documents, failing which the company reserves the right to withdraw your employment offer. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **INR15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for



residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.

8. Your employment with us will be governed by terms and conditions as specified in **Annexure B**.
9. You are required to join on **26-SEP-2023** and report to **Ashwin Derick** at **9:00 AM** for Virtual Joining Process to complete the joining formalities. at **TECH MAHINDRA LTD, TMLW, PLOT NO. 22 - 25 & 27 TO 34, HITECH CITY LAYOUT, MADHAPUR, RANGA REDDY DISTT, TELANGANA 500081**. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. You are required to submit soft copies of the original documents as per **Annexure C** to the recruiter and HR Team respectively.
10. You are required to report to office the next day of completing virtual joining process for the training at the address mentioned above. The location of posting would be communicated to you upon successful completion of training.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency. In case of any discrepancy in your background verification, the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof.
12. This Offer is issued to you based on the information provided by you in your application form along with the supporting documents to be submitted within the timelines as stipulated in as per **Annexure ?C**. In case the Company notice any discrepancy and/or incorrect information in your application form or you fail to submit your supporting documents for background verification within one week of receiving the offer or within 72 hours of joining whichever is earlier the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof.
13. Kindly confirm your acceptance of this offer of appointment to campusjoining@techmahindra.com by **26-SEP-2023**.

For Tech Mahindra Limited


Krishna Ramaswami
Head - Resource Management Group

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


Date:

Signature:
Sraavanthi Venkata Lakshmi Sraavanthi

Page 2 of 24

Rise for a more equal world

Rise to be future-ready Rise to create value


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ANNEXURE - A

NAME	Ms Sravanthi Venkata Lakshmi Sravanthi	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	HYDERABAD	
	COMPONENTS	Per Annum (All figures in INR)
	BASIC (@40% OF TOTAL FIXED PAY)	111397
	HRA (@70% OF BASIC)	77978
	BONUS / STATUTORY BONUS	48000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	13368
	FLEXIBLE COMPONENTS OF TFP	27750
	TOTAL FIXED PAY..... (A)	278493
	TOTAL VARIABLE PAY (TVP)..... (B)	30944
	ADDITIONAL BENEFITS..... (C)	15563
	GRATUITY	5359
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	10204
	TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	325000

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

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

(Contd...)

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ANNEXURE A (Contd...)

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

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

4. Deductions:

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

Notes:

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

For Tech Mahindra Limited,

R Krishna

Krishna Ramaswami
Head - Resource Management Group

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ANNEXURE - B

1. Terms and Conditions

(a) Code of Conduct.

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

(b) Secrecy

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

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

(c) Conflict of Interest

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

(d) Non-Solicitation / Non-Compete

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

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

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

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

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

You hereby covenant and undertake that you will:

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

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

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

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

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

(g) **Mandatory Period of Service**

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

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

- i) Yourself leaving, abandoning or resigning from the services of the Company
- Or

- ii) Your services being terminated by the Company for nonperformance, breach of any of the terms & conditions of your service or for any other reason whatsoever,

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

2. Assignments/Transfer/Deputation

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

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

3. Termination of Employment

- i) **Training Period:** During the initial training period as mentioned in Offer letter, your performance would be closely monitored and if your performance is not as per the prescribed criteria, the Company reserves the right to terminate your services without notice.
- ii) Either party can terminate this employment by serving a notice of **90 days** on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like refusal to accept any project allocated by the Company, refusal to relocate at other locations of the Company, refusal to work in shift, misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.
- iii) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.
- iv) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.
- v) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
- vi) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- vii) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3** herein above on the grounds of misrepresentation of facts.

- viii) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.
- ix) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is misstated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to forthwith terminate your employment as per the procedure mentioned in **Clause 3** herein above and/or revoke your appointment with The Company, without further reference in the matter.
- x) The Company reserves the right to terminate your employment with immediate effect, without requiring to provide any notice period and/or salary in lieu of notice period, if The Company finds that any of the information you have provided to The Company is incomplete, false, inaccurate, misleading or you have omitted, concealed or misstated any information whatsoever, including without limitation, your previous employment and/or business activities. This offer of employment is released to you based on your declaration that you have not been convicted for any criminal offence in the past and no criminal action is pending against you before any competent court. In the event, The Company finds that the criminal declaration given by you is incorrect, then The Company shall be entitled to forthwith withdraw the offer of employment or terminate your employment with immediate effect without requiring to provide any notice period and/or salary in lieu of notice period.
4. **Statement of Facts**
- (a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.
- (b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

5. **Company Policies**

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

Mahindra reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

6. **Personal Indebtedness**

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

7. **Restraints**

Access to Information

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

Authorization

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

Smoking

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

Passwords

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

Unauthorized Software

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

Security

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

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

(a) **Destroying Papers & Material**

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

(b) **Use of Company Resources**

(i) You shall use The Company's resources only for official purposes as per the applicable Company policy.

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

8. **Overseas Service Agreement**

As The Company will be spending substantial amount of time and money for your deputation/secondment abroad, you

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

9. **Intellectual Property Rights**

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

10. **Jurisdiction**

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

11. **Retirement**

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

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

12. **General**

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

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

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

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

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

Name in full :

Signature :

Address :

Date :

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Place :

ANNEXURE - C - Checklist of Documents

A. Following documents required to be submitted in soft copies to the Recruiter for Background Verification within one week of receiving the offer or within 72 hours of joining whichever is earlier.

- a) Tech Mahindra Application & BV Form
- b) All educational certificates including
 - i) Class 10th 12th marksheets and passing certificate or qualifying exam marksheet and passing certificate.
 - ii) Graduation Degree / Certificate
 - iii) Post Graduation Degree / Certificate, if applicable
 - iv) Any other Degree/Certificates/Diploma which has been mentioned by you in your Resume
 - v) Gap Justification, if any
 - vi) PAN Card Copy
 - vii) Aadhaar Card Copy (Both Front & Back copy)
 - viii) Any other additional documents required for Customer specific checks

B. At the time of joining, you are requested to submit soft copies of the following documents to the HR Team on or before your date of joining.

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

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

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


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

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(d) **Valid Passport**

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

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

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

(f) **Aadhaar Card**

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

(g) **PF UAN Number:** You **MUST** provide your PF UAN Card copy or UAN Number, if issued earlier. If you don't have a UAN number or if your previous organization has not created a UAN then you need to create self UAN number on EPFO website and share the same on or before your joining date.

(h) **Indemnity Bond**

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

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

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer. Please bring all the certificates supporting your educational qualifications along with mark sheets in original for verification only.

Candidate's Declaration:

I _____ hereby solemnly declare that I'll submit the required document as per the timelines mentioned above and I understand that if I fail to submit the required document within the stipulated time. I'll allow company to exercise its absolute discretion, to withdraw this Offer or terminate my employment with immediate effect, without any notice pay, by giving me a written notice thereof.

Name in full :

Date

Signature :

Place

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ANNEXURE - D - Confidentiality Agreement


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

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

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

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

Name :
Signature :
Date :


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ANNEXURE - E - Medical Self-Declaration

MEDICAL DECLARATION FORM			
Applicant ID (To be filled by HR)		Associate ID (To be filled by HR)	
First Name:		Last Name:	
Gender: Male / Female	<input type="checkbox"/>	Date of birth (DD/MM/YYYY)	<input type="text"/> <input type="text"/> <input type="text"/>
		Blood Group	<input type="checkbox"/>

Candidate's Medical History:

Candidate's Medical Details	Yes	No	Please provide the details
Do you have any defect or problem of vision?			
Can you readily distinguish between the pigmentary colors?			
Do you suffer from a degree of deafness which would prevent your hearing of normal conversation?			
Do you have any physical deformity / handicap?			
Do you have any congenital disorder / abnormality?			
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?			
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?			
Have you ever been disqualified on medical grounds from any previous employment opportunity?			
Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12			

(Signature)
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months?			
Have you had any form of critical illness or operation in the last two years?			
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?			

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

<input type="checkbox"/>	Heart Attack	<input type="checkbox"/>	Diabetes
<input type="checkbox"/>	High Blood Pressure	<input type="checkbox"/>	Stroke
<input type="checkbox"/>	Night Blindness	<input type="checkbox"/>	Valve Disorders
<input type="checkbox"/>	Asthma	<input type="checkbox"/>	Slipped disc
Any other major disease/illness that you may be willing to disclose			


Candidate's Declaration:

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

Signature: _____

Name: _____

Date: _____
(DD/MMM/YYYY)


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ANNEXURE - F - Intellectual Property Assignment

Associate Name:
Associate ID:
Date:

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

(a) Intellectual Property Assignment

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

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

(b) Restrictions after Termination

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

WITNESSED

ACCEPTED

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

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

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

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

- a. Because it may not be clear to Associate which information is Confidential Information, in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Tech Mahindra Limited before making any disclosure of information covered by this Agreement.
- b. Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India, provided, however, that prior to such disclosure, the Associate (i) notifies Tech Mahindra Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Tech Mahindra Limited has had the opportunity to prevent or limit such disclosure.


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- c. In the event of a breach or threatened breach of this Section 4 by Associate, Tech Mahindra Limited shall be entitled, in addition to all other remedies otherwise available to Tech Mahindra Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.
- d. In the event that Tech Mahindra Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Tech Mahindra Limited any costs and attorneys' fees reasonably incurred by Tech Mahindra Limited in connection with obtaining such judgment or order.

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

5. **Ownership of Work Product:** Tech Mahindra Limited shall be the sole owner of all of my work product. For this purpose, "work product" means all inventions, improvements, discoveries, documentation, programming and technology (including all associated intellectual property rights) that I may create (alone or with others, at work or elsewhere, during or after the normal workday) relating to the work I do, the business of Tech Mahindra Limited or any research or development conducted by Tech Mahindra Limited I agree to assign, disclose and deliver to Tech Mahindra Limited as Tech Mahindra Limited's property, all right and evidence I may have or acquire with respect to any and all work product, and I agree to take such further actions and sign such further instruments as Tech Mahindra Limited may request from time to time to protect and defend its ownership of any and all work product. I understand that disclosure of my suggestions and ideas is encouraged.
6. **Partial Restriction on Post-Termination Competition:** Background. Tech Mahindra Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both this investment and my compensation reflect Tech Mahindra Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Tech Mahindra Limited's customers or competitors may attempt to cause me to leave Tech Mahindra Limited and wrongfully gain the benefit of Tech Mahindra Limited's investment. The partial restraint set forth in this Section 6 does not, and cannot, provide complete protection for Tech Mahindra Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Tech Mahindra Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Tech Mahindra Limited's interest, giving due regard to both my interests and the interests of Tech Mahindra Limited.
7. **Covenant Not To Compete.** I hereby covenant and agree as a part of and ancillary to this Agreement that for the period of 12 months following the termination of my employment with Tech Mahindra Limited (irrespective of the reason for or such termination),
- a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the 12 months period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction is necessary to avoid possible compromise of Confidential Information and business interest.
- b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Tech Mahindra Limited's for which I am providing services on behalf of Tech Mahindra Limited that are competitive with the products and services available to the client from Tech Mahindra Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Tech Mahindra Limited associate; or (2) induce or solicit any

associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

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

8. **Compliance Not Contingent Upon Additional Consideration:** I understand and acknowledge that the wages, compensation, benefits training and experience that Tech Mahindra Limited provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim, any additional or special payment or compliance with the covenants and agreements herein.
9. **Damages and Remedies:** I acknowledge and agree that if I violate this Agreement, Tech Mahindra Limited may take legal action against me as follows: (1) Tech Mahindra Limited may take legal action in the court specified below in Section 13 for the liquidated damages specified in Section 6 above and (2) a violation of this Agreement is likely to cause severe and irreparable injury to the business, good will, client relations and proprietary information of Tech Mahindra Limited, an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Tech Mahindra Limited shall, in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.
10. **Severability:** Each clause and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.
11. **Entire Agreement:** This Agreement reflects the full and complete agreement between myself and Tech Mahindra Limited on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered, or replaced by a subsequent writing, signed by myself and an authorized officer of Tech Mahindra Limited.
12. **Binding Effect:** This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Tech Mahindra Limited (together with their successors and assigns).
13. **Choice of Law:** This Agreement will be governed and controlled in all respects by the laws of India.
14. **Choice of Forum:** The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited for liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I

acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited would incur upon such breach.

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

Executed this _____ day of _____, 20__

For and on Behalf Of
Tech Mahindra Limited

R Krishna
Krishna Ramaswami
Head - Resource Management Group

Signature

(Sravanthi Venkata Lakshmi Sravanthi)

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ANNEXURE - H - ACKNOWLEDGMENT

This acknowledgment shall be attached to and considered part of the employment agreement executed this date by and between Tech Mahindra Ltd "Company" and the **Ms. Sravanthi Venkata Lakshmi Sravanthi** "Employee".


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

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

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

[Name & Signature]

Witness/ Notary Public: _____


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KodNest Technologies Pvt Ltd,

CPR Tower, 4th & 5th Floor, above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

28-December-2022

Sub: Offer Confirmation Letter

Chava Lakshmi Sivani

We are pleased to extend you an offer with KodNest as **"Trainee"** following your selection in our CSR DRIVE under the following terms and conditions:

TERMS AND CONDITIONS

1. This csr offer will be valid only if the offered candidate has completed the Dream factory 2023 program before the deadline
2. The Trainee shall abide by the rules and regulations of KodNest and strictly adheres to it, failing to do so will lead to termination of the candidature.
3. The trainee shall actively participate in all the placement drives and opportunities matching the criteria which are provided by KODNEST through various means without missing them and ensuring a pre-approval is taken in case of emergency situations.
4. Kodnest shall not charge the trainee who is selected through the CSR program and there are no fees or any kind of charges that needs to be paid to KODNEST.
5. You shall be required to provide the Company 2 copies of all documents and information as per the verification policy.
6. KodNest reserves the right to terminate your Training without notice on grounds of breach of policy, misconduct, or disciplinary grounds.
7. Absence for a continuous period of 3 days without prior approval of your supervisors (including overstay on leave/ training) can lead to your Training opportunity being terminated without notice.

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8. Any violation of the above-mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination. In the event of termination by the Company on account of breach of disciplinary policy, the Company will not be liable to pay any amount in lieu of notice.

9. Failing to accept this offer within 15 days, will void your seat and you will not be entitled to the free KodNest premium full-stack module course at kodNest.

10. The trainee is entitled to the full-stack development course provided by KodNest and shall utilize all the facilities provided by us to their fullest potential.

11. The start day of your training will be the announced soon and request you to get a mail copy for reference purposes as this shall act as your entry card.

12. If the offered candidates have completed the Dream factory 2023 program completely.

13. The mode of training will be offline at our Bangalore learning center.

14. The start date of the program for CSR will be informed One month prior to the start date.

15. At the time of joining the student should not have any backlogs for the offer to be valid.

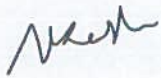
Kindly sign and return a copy of this letter.

We welcome and wish the best for your career.

Confidentiality policy

- All documents provided by the company must be kept confidential except in case of legal advice.

Regards,



Akash Pandey
CEO & Co- Founder



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Accepted

ANNEXURE 1:

List of documents copy to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer, if you accepts it.

1. Education provisional certificate and mark sheets of the highest Qualification degree / professional qualification.
2. Two (2) passport size photographs
3. Copy of the PAN (permanent account number) Card, self attested.
4. Any Govt ID Proof - One copy.

(Signature of the Candidate)

To,
A.Sai Bhargav
Hyderabad

Dear A.Sai Bhargav,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Referencetoourrecentdiscussions,wearepleasedtoappointyouas**Certified Internet Consultant** on the following terms and conditions:

Your Employee Code is **10194917**.

1. Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **09-01-2023** and your place of posting is **Vijayawada**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

2. Compensation

Your consolidated compensation per annum on Cost to Company basis is **INR 276000 (Two lakh seventy six thousand only)**, which is detailed in the Annexure. The payments of monthly remuneration, incentive and other payouts are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

The details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 18400/-
2. CTC per month - 4th month onwards - Rs. 23000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs. 13800/-
4. Total CTC per annum - Rs. 276000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned/Notice serving not eligible) till the salary pay date (4th month)

Further details are given in the **Annexure**.

Incentive or Bonus payout is governed by incentive payout policy circulated and communicated from time to time. The company reserves the right to hold any variable payments including, but not limited to, performance linked incentives/performance based bonuses at its discretion, in case your employment with company is not active or under notice period on the Incentive payout date. Further, Incentive payout during the notice period shall be determined by the company.


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3. Probation

You shall be on probation for a period of six months from the date of your joining. On satisfactory completion of the probationary period, your services will be confirmed in writing. You will be deemed to be in probation until issuance of confirmation letter.

4. Hours of Work

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You shall not induce, recruit or solicit, either directly or indirectly, any employee or client or customer of the Company for a period of 12 months from the date of your separation from the Company.

You shall keep all confidential information that comes to your knowledge during your employment with us and shall not use or disclose or attempt to disclose any of the secrets or confidential information of the Company or its subsidiaries or associated companies to any person - internal or external - or to any agency or entity, except as authorized or required by your duties.

You will be also responsible for the safekeeping and return in good condition and order, of all Company assets - hardware and software - including Books, Documents, Files, Digital products like CD's and DVD's, Credit and Debit Cards, Passwords or Authorization Codes, etc., which will be in your use, custody or charge during your employment with us.

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

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- c. In case of short notice period, Company shall have the right to recover/deduct/adjust the same from your salary/legal dues, if any, against the unserved notice period as per Notice Period Policy and any other dues payable by you to the company.
- d. If you are absent for a continuous period of 15 days without prior written approval of your reporting, (including overstay on leave etc.) then it will result in loss of your employment and the same shall automatically come to an end without any notice or intimation from Company.
- e. In case of absconding or unauthorized absence from work without prior written approval of your reporting or non-submission of resignation as per Exit Policy, the Company reserves the right to hold all your legal dues till all the formalities will be completed and also recover/deduct/adjust the same from your legal dues, if any other dues payable by you to the Company.
- f. The Company shall be entitled to terminate your employment without notice, indemnities, and compensation in any of the following events but not limited to:
 - i. if you are, in the opinion of the Company involved in any forgery or fraud, disobedience, disorderly behavior, negligence, indiscipline, absenteeism or any other misconduct considered as deterrent to our interest or of violation of one or more terms of the employment or policies.
 - ii. if you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
 - iii. if you are found to have made illegal monetary profit or received any gratuities or other rewards, in cash or in kind, out of any of the Company's affairs or any of its subsidiaries or related companies.
- g. Company shall also be entitled to recover including but not limited to any cost, expenses, any penalty, interest or damages caused to Company due to any of your acts of omission.
- h. You agree that at the time of leaving the employment, you will deliver to the Company (and will not keep in his/her possession, recreate or deliver to anyone else) all Confidential Information as well as all other devices, assets, records, data, notes, reports, proposals, lists, correspondence, specifications, equipment, customer or client lists or information, or any other documents or property belonging to the Company or any of its Affiliates. In the event if you fail to return any properties (as mentioned above), Company reserves the right to withhold all your dues and it may initiate appropriate legal proceedings against you.


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It is agreed that all disputes between you and the Company shall have jurisdiction of the courts in Mumbai. All other terms and conditions shall be as per the general or specific rules of the Company in force from time to time.

11. Period of Employment


The age of retirement shall be 58 years and on superannuation you shall be entitled to such benefits as are available under the law and/or the rules framed by the Company.

12. Business Continuity

On the occurrence of any events like Acts of God, fire, flood, explosion, earthquake, or other natural forces, war, accident, epidemics, any labor disturbance, action of Statutory Authorities or local or Central Governments, change in Laws (force majeure events) or any other acts which are beyond control of the Company, it (Company) may alter the terms of employment or may take other necessary steps to ensure business continuity of the Company.

13. "My JD" Mobile Application

In "My JD" mobile application (My JD App), you can access Company's documents, policies & procedure, records, all notifications, including but not limited to your letters, leave and attendance and other records which are uploaded/facilitated to you all the time. It is your sole responsibility to go through the documents as uploaded in My JD App as required and keep yourself updated about all the policies & process of the Company and any amendment thereof and abide by the same all the time, in addition to any other applicable policies and processes that you may need to adhere during the term of your employment.


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- a. You will be eligible for the benefits of the Company's Leave Rules/holiday policy during the employment terms, as updated in JD App from time to time.
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- c. Employees are encouraged to discuss their Leaves / Annual Leave planner with their reporting manager at least 15 days in advance before applying in MyJD for mutual and consensus business operations.
- d. Please note that individual salary is a confidential matter and not to be discussed with any other employee.
- e. You will keep us informed of any change in your mobile phone number or your residential address or your marital status.
- f. You clicking on "accept the appointment letter" through the link, confirms that you have read, agreed, acknowledged and accepted all the terms and conditions of employment with Just Dial and that you will abide by all the policies and process laid down by the company from time to time.

Please note-

Acceptance of the appointment letter needs to be done electronically by you & confirm that you have given complete acceptance of the appointment letter & its terms of employment. In case you have not accepted the appointment letter within 24 hours from the receipt of the link, it will be deemed by the organization as an acceptance of appointment letter & its terms of employment.

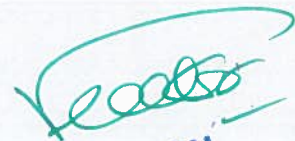
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Yours sincerely,
For Just Dial Ltd.



Mudra Rastogi

Regional Head - Human Resources



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

To,
R.Akhil
Hyderabad

Dear R.Akhil,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Referencetoourrecentdiscussions,wearepleasedtoappointyouas**Certified Internet Consultant** on the following terms and conditions:

Your Employee Code is**10132259**.

1. Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **09-01-2023** and your place of posting is **Vijayawada**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

2. Compensation

Your consolidated compensation per annum on Cost to Company basis is **INR 276000 (Two lakh seventy six thousand only)**, which is detailed in the Annexure. The payments of monthly remuneration, incentive and other payouts are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

The details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 18400/-
2. CTC per month - 4th month onwards - Rs. 23000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs. 13800/-
4. Total CTC per annum - Rs. 276000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned/Notice serving not eligible) till the salary pay date (4th month)

Further details are given in the **Annexure**.

Incentive or Bonus payout is governed by incentive payout policy circulated and communicated from time to time. The company reserves the right to hold any variable payments including, but not limited to, performance linked incentives/performance based bonuses at its discretion, in case your employment with company is not active or under notice period on the incentive payout date. Further, Incentive payout during the notice period shall be determined by the company.


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You shall not induce, recruit or solicit, either directly or indirectly, any employee or client or customer of the Company for a period of 12 months from the date of your separation from the Company.

You shall keep all confidential information that comes to your knowledge during your employment with us and shall not use or disclose or attempt to disclose any of the secrets or confidential information of the Company or its subsidiaries or associated companies to any person - internal or external - or to any agency or entity, except as authorized or required by your duties.

You will be also responsible for the safekeeping and return in good condition and order, of all Company assets - hardware and software - including Books, Documents, Files, Digital products like CD's and VD's, Credit and Debit Cards, Passwords or Authorization Codes, etc., which will be in your use, custody or charge during your employment with us.

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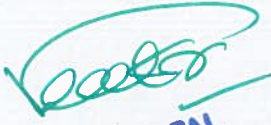
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Yours sincerely,
For Just Dial Ltd.



Mudra Rastogi

Regional Head - Human Resources



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

To,
V.Rohith
Hyderabad

Dear V.Rohith,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Referencetoourrecentdiscussions,wearepleasedtoappointyouas**CertifiedInternet Consultant** on the following terms and conditions:

Your Employee Code is**10132524**.

1. Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **09-01-2023** and your place of posting is **Vijayawada**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

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Yours sincerely,
For Just Dial Ltd.



Mudra Rastogi

Regional Head - Human Resources



PRINCIPAL
RISE KRISHNA SAI GANDE
GROUP OF INSTITUTIONS
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raghu tpo <ragutpo@gmail.com>

Qspiders 2023 Batch!!! Incubation Final Selection List

1 message

devikarani.l@qspiders.com <devikarani.l@qspiders.com>

To: placements@risegroup.edu.in, ragutpo@gmail.com

Cc: dsnehakatharreddy5@gmail.com, abhinayapathur@gmail.com, ahalayaks2001@gmail.com, Sandhyadumpa123@gmail.com, kandukurisurenindra003@gmail.com, umaranichandra6@gmail.com, swani198b1a0506@gmail.com, ruchi.ganpini@gmail.com, anjipamba457@gmail.com, santhoshipoornima2002@gmail.com, Geethashree <geethashree.r@qspiders.com>, supnya.l@qspiders.com

13 January 2023 at 17:59

Hello Sir/Mam,
Good Evening

We are happy to announce the Final Selects for Incubation [Free Training & Placement] of 2023 Batch from your college.

We heartily congratulate students for getting placed & we officially welcome all the selected students to Qspiders.

Below mentioned students in the offer letter are the Final selects & Please communicate the same with students & we will post you the date of Joining ASAP.



A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus Connect


INCUBATION OFFER LETTER

Dated:

Dear Sir,

We are happy to inform you that Below Students from your college RISE Krishna Sai Gandhi group of Institutions been Selected In our Incubation Screening Drive.

Candidate Name	Mobile Number	Email ID	Degree	Degree stream	Degree college	Status


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

D.snehathareddy	9014778303	dsnehathareddy5@gmail.com	BTech	Computer Science(CS)	RISE Krishna Sai Gandhi group of Institutions	Selected
AABHINAYA.PATHURI	9390825085	abhinayapathuri@gmail.com	BTech	Electronics & Communication(E&C)	RISE Krishna Sai Gandhi group of Institutions	Selected
Kota Venkata Satya Analya	7671921149	ahalyakvs2001@gmail.com	BTech	Computer Science(CS)	RISE Krishna Sai Gandhi group of Institutions	Selected
SANDHYA DUMPA	8555953504	Sandhyadumpa123@gmail.com	BTech	Electronics & Communication(E&C)	RISE Krishna Sai Gandhi group of Institutions	Selected
surendra kandukuri	7993759799	kandukurisurendra003@gmail.com	BTech	Computer Science(CS)	RISE Krishna Sai Gandhi group of Institutions	Selected
Chandra Umarani	8309184460	umaranihandra6@gmail.com	BTech	Electronics & Communication(E&C)	RISE Krishna Sai Gandhi group of Institutions	Selected
Chandragiri Sivani	9014204869	sivani198b1a0506@gmail.com	BTech	Computer Science(CS)	RISE Krishna Sai Gandhi group of Institutions	Selected
Guduri Ruchitha	9030014599	ruchi.ganipneni@gmail.com	BTech	Computer Science(CS)	RISE Krishna Sai Gandhi group of Institutions	Selected
Anjaliah Pamba	9390288274	anjipamba457@gmail.com	BTech	Electronics & Communication(E&C)	RISE Krishna Sai Gandhi group of Institutions	Selected
Santhoshi Poorima Konduri	7013798770	santhoshipoorima2002@gmail.com	BTech	Electronics & Communication(E&C)	RISE Krishna Sai Gandhi group of Institutions	Selected

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Software Testing/Software Development & General Aptitude.
- On successful completion of their training they will be awarded with course completion Certificate
- No other programs are included in this training module

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / Interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day of reporting with all semester marks cards, 10th 12th PUC & Degree(Till Now), 1 Govt ID proof & 2 passport size photo.

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

Thank & Regards

QSpiders Campus Connect Team.

For Selected students anything in further information or Query contact only on below numbers according to college State/Location

-AP/Telangana-8951922956/7618721220/865795673

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

[Note- This mail is a final confirmation of your selection. No Commercials involved & students while reporting can take a print/show the mail confirmation to the respective concerns @QSpiders]



Thanks & Regards,

L Devika Rani Shelke
Business Manager

QSpiders Campus Connect

E-Mail :- devikarani.i.@qspiders.com

www.qspiders.com | www.jspiders.com

Bangaluru | Mysore | Chennai | Hyderabad |AP|Pune | Mumbai | Kolkata |Chandigarh |

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |



Image001.png
3K

(Handwritten signature in green ink)
PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
VALLURU!!! GONGOOLE



Placements Risegroup <placements@risegroup.edu.in>

Rise Prakasam Group Of Institutions- Congratulations to the Selected Candidates 2023

2 messages

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>
To: "placements@risegroup.edu.in" <placements@risegroup.edu.in>

Wed, Jan 4, 2023 at 12:22 PM

Dear Mr. N V Raghu Babu,

Greetings from Sutherland!!!

It was indeed a pleasure conducting the virtual campus drive for your institution . I'm hereby attaching the letter of Intent and mentioning the details of those vibrant minds who have cleared our Voice rounds of interviews & have been shortlisted as an "Associate" . Our Hearty Congratulations to the shortlisted Candidates.

Non voice assessment are yet to be evaluated, will share the results of non-voice after the assessment evaluation. Thanks again for the great support rendered by the placement team.

S. No	Department	Stream	First Name	Middle Name	Last Name	Primary Number	Alternate Number	Email ID
1	B.Tech	ECE	Maddela	Dhatrika Sai	Lakshmi	9133903371	9542012000	dhatrimaddela@gmail.com
2	B.Tech	ECE	Kavya	Venkata	Marripudi	9963875142	9603650850	kavyamarripudi2001@gmail.com
3	B.Tech	ECE	Kavitha	Chinthala	Chinthala	8008711896	6303553897	chinthalakavithaece@gmail.com
4	B.Tech	CSE	Ram Prasad			9398832179		padevenkataramprasad@gmail.com

Thanks& Regards,



Silviya Thankachan
Talent Acquisition
SUTHERLAND

E: silviya.thankachan@sutherlandglobal.com



This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Any unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this message, including electronic and hard copies. Thank you for your cooperation.

Rise Krishna Sai Prakasam Group of Institutions - LOI-Voice.zip
713K

Silviya Thankachan <Silviya.Thankachan@sutherlandglobal.com>
To: "placements@risegroup.edu.in" <placements@risegroup.edu.in>

Dear Mr. N V Raghu Babu,

Greetings from Sutherland!!!

It was indeed a pleasure conducting the virtual campus drive for your institution . I'm hereby attaching the Letter of Intent and mentioning the details of those vibrant minds who have been shortlisted as an "Associate" . Our Hearty Congratulations to the shortlisted Candidates.

(Handwritten Signature)
PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
JRU.. ANGOLE.

S. No	College Name	Department	Stream	First Name	Middle Name	Last Name	Primary Number	Alternate Number
-------	--------------	------------	--------	------------	-------------	-----------	----------------	------------------

1	Rise Prakasam Group Of Institutions	B.Tech	ECE	M	Sai	Preethi	9392866463	8790870111
2	Rise Prakasam Group Of Institutions	B.Tech	CSE	Papanaboina	Radha	Radha	9502876732	9502876732
3	Rise Prakasam Group Of Institutions	B.Tech	ECE	Balaji	Balaji	Patchava	9347045428	9989677475
4	Rise Prakasam Group Of Institutions	B.Tech	CSE	Haseena		Kakarla	7816002250	7816002250
5	Rise Prakasam Group Of Institutions	B.Tech	CSE	Kota	Venkata Satya	Ahalya	7671921149	7671921149
6	Rise Prakasam Group Of Institutions	B.Tech	CSE	.	Maram	Akhila	9392474769	9392474769
7	Rise Prakasam Group Of Institutions	B.Tech	CSE	Pragathi	Pragathi	Madda	9014725704	9014725704
8	Rise Prakasam Group Of Institutions	B.Tech	CSE	Beerala	Venkata	Anjani	9704138636	9704138636
9	Rise Prakasam Group Of Institutions	B.Tech	CSE	Srungarapu	Sai	Avinash	8096861783	8096861783
10	Rise Prakasam Group Of Institutions	B.Tech	ECE	Perla	Venkata Sai	Bhanu Teja	9652130830	9515410380
11	Rise Prakasam Group Of Institutions	B.Tech	CSE	Chandragiri Sivani	Sivani	Sivani	9014204869	9014204869
12	Rise Prakasam Group Of Institutions	B.Tech	CSE	Nadendla	Sai	Prathima	9347071038	9959502886
13	Rise Prakasam Group Of Institutions	B.Tech	ECE	Sanneboina	Pavani	Pavani	6304101463	9912117595
14	Rise Prakasam Group Of Institutions	B.Tech	EEE	Harsha	Brahma Chari	Nuthalapati	6300930115	6300930115
15	Rise Prakasam Group Of Institutions	B.Tech	EEE	Gajulavarthi		Uendra	9652283714	9652283714
16	Rise Prakasam Group Of Institutions	B.Tech	MECH	Wilson		Gudapati	8179559988	9989792519
17	Rise Prakasam Group Of Institutions	B.Tech	CSE	Muvvala	.	Akhila	6300430081	6300430081
18	Rise Prakasam Group Of Institutions	B.Tech	EEE	Naidu	Rishitha	Venkateswarlu	6304823746	9948910235

Thanks& Regards,



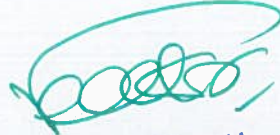
Silviya Thankachan
Talent Acquisition
SUTHERLAND

E: silviya.thankachan@sutherlandglobal.com



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Rise Krishna Sai Gandhi group of Institutions-LOI-NV.zip
3973K


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



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear *G. 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 05/06/2023 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 annual CTC will be Rs 157572 /- 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,


Authorized Signatory


Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: *G. Mounika*

Date: 28/01/2023


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



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear K. Bindu

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 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 fall 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 annual CTC will be Rs 157572 /- 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: K. Bindu

Date: 28/01/2023

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



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear T. Snehalatha

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 at **10.00 AM**.

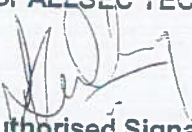
This offer is subject to the Company receiving:

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- 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 annual CTC will be Rs 157572 /- 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**,


Authorized Signatory

Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: T. Snehalatha

Date: 28/01/2023


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



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear M. Naga poojitha

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 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.

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- Your annual CTC will be Rs 157572 /- 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: M. Naga poojitha

Date: 28/01/2023

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



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear M. Venkata Sai Sreeya

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 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.
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- Your annual CTC will be Rs 157572 /- 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,


Authorized Signatory


Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: M. Venkata Sai Sreeya

Date: 28/01/2023


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



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear

N. Keerthana

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 at **10.00 AM**.

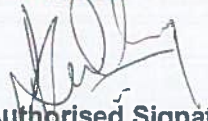
This offer is subject to the Company receiving:

- 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.
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- Your annual CTC will be Rs 157572 /- 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**,



Authorized Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: N. Keerthana

Date: 28/01/2023


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



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear R. Gowri Bhargavi

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 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.
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- Your annual CTC will be Rs 157572 /- 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**,


Authorized Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: R Gowri Bhargavi

Date: 28/01/2023


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



Offer Letter

Dear Mr. Ms. / Mrs. ANJALA JAYASRENIKA

Sr. No.:

We are happy to announce that you have been selected for the position of.....DRM..... in EOS.

Your monthly Take-home salary for this position would be Rs.....13000/-.....with a total monthly CTC of Rs.....16000/-.....

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 clarification.

You will be paid as stipend amount of Rs.1050/-..... during the training period.

The training duration for the process would be of7..... days and the stipend will be credited along with your2ND..... month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK.

* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source :

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

I accepted my offer letter

A. Jayasrenika
Eureka Outsourcing Solutions Pvt. Ltd.

A. Rajesh
Issued by



Offer Letter

Dear Mr. Ms. / Mrs. KAMUJULA. LAKSHMI PRIYANKA Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK.

* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source : _____

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

K. Lakshmi priyanka

I received my offer letter

Eureka Outsourcing Solutions Pvt. Ltd.

Issued by

Corporate Off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada, Thane (W) - 400607

T: +91 22 25302400 F: +91 22 25302433 E: connect@eocglobe.com W: www.eosglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. MARAM. BHARGAVA REDDY

Sr. No.:

We are happy to announce that you have been selected for the position of..... DRM..... in EOS.

Your monthly Take-home salary for this position would be Rs..... 13000/-..... with a total monthly CTC of Rs..... 16000/-.....

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 clarification.

You will be paid as stipend amount of Rs. 1050/-..... during the training period.

The training duration for the process would be of 7..... days and the stipend will be credited along with your 2ND..... month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK.

* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30 AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source : _____

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

I received my offer letter

M. BHARGAVA REDDY

Eureka Outsourcing Solutions Pvt. Ltd.

Issued by

Corporate Off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada, Thane (W) - 400607

T: +91 22 25302400 F: +91 22 25302433 E: connect@eocglobe.com W: www.eocglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. P.V. SIVA SAI RAM

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK.

* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30 AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source :

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

P.V. Siva Sai Ram I received my offer letter.
Eureka Outsourcing Solutions Pvt. Ltd.

Corporate Off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada, Thane (W) - 400607

T: +91 22 25302400 F: +91 22 25302433 E: connect@eocglobe.com W: www.eosglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. SAGA RAVI KUMAR

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-.

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK

* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30 AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source :


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

I received my offer letter

* SAGA RAVI KUMAR

Eureka Outsourcing Solutions Pvt. Ltd.

Issued by

Corporate Off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada, Thane (W) - 400607

T: +91 22 25302400 F: +91 22 25302433 E: connect@eocglobe.com W: www.eosglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. BONDI HARITHA

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK.


* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source :


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

B. Haritha . I received my offer letter.
Eureka Outsourcing Solutions Pvt. Ltd.

Corporate Off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada, Thane (W) - 400607

T: +91 22 25302400 F: +91 22 25302433 E: connect@eocglobe.com W: www.eocglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. MIDACALA SRUTHI

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK


* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

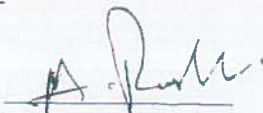
* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source :


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

I Accept my offer Letter.
M. Smitul


Issued by

Eureka Outsourcing Solutions Pvt. Ltd.



Offer Letter

Dear Mr. Ms. / Mrs. AKKALA PAVANI REDDY

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK


* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source :


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

A. Pavani Reddy I received my offer letter.
Eureka Outsourcing Solutions Pvt. Ltd.

Issued by

Corporate Off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada, Thane (W) - 400607

T: +91 22 25302400 F: +91 22 25302433 E: connect@eocglobe.com W: www.eocglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. CHENNAMSETTY VENKATA LAKSHMI

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK

* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source :

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

C. Venkatesh Lakshmi
Eureka Outsourcing Solutions Pvt. Ltd.

A. Rajesh
I Declined Issued by
my offer letter

Corporate Off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada, Thane (W) - 400607

T: +91 22 25302400 F: +91 22 25302433 E: connect@eocglobe.com W: www.eosglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. CHEVOTURI VISHNAVI

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

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The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK

* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source :


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

C. Vishnavi I received my offer letter.
Eureka Outsourcing Solutions Pvt. Ltd.

Issued by

Corporate Off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada, Thane (W) - 400607

T: +91 22 25302400 F: +91 22 25302433 E: connect@eocglobe.com W: www.eosglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. SRAGOLA NANDINI

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK


* Date of Joining / induction : 01-06-2023

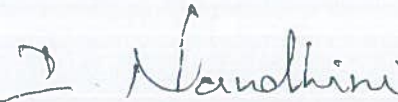
* Reporting Time : 9:30AM

* Recruiter : A. RAJESH


* Source : CAMPUS DRIVE

* Sub-Source :


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



Eureka Outsourcing Solutions Pvt. Ltd.


Issued by
I Received my offer letter.

Corporate Off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada, Thane (W) - 400607

T: +91 22 25302400 F: +91 22 25302433 E: connect@eocglobe.com W: www.eosglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. MEDAGAM ABHINAYA

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK

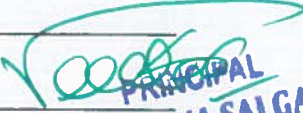
* Date of Joining / induction : 01-06-2023


* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

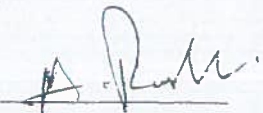
* Source : CAMPUS DRIVE

* Sub-Source : _____


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

 Received my offer letter

M. ABHINAYA


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 F: +91 22 25302433 E: connect@eocglobe.com W: www.eosglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. MYLAVARADU VINITHA

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK


* Date of Joining / induction : 01-06-2023

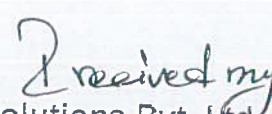
* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source : _____


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

M. Vinitha  I received my offer letter
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 F: +91 22 25302433 E: connect@eocglobe.com W: www.eosglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. PACHIPULUSU VASANTHI

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK


* Date of Joining / induction : 01-06-2023


* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source :


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


Issued by

Pachipulusu. Vasanthi
Eureka Outsourcing Solutions Pvt. Ltd.

I received my offer letter.

Corporate Off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada, Thane (W) - 400607

T: +91 22 25302400 F: +91 22 25302433 E: connect@eocglobe.com W: www.eosglobe.com



STRICTLY PERSONAL

Name:

Date : 28/01/2023

Sub: Letter of Intent

Dear Shaik. Mobeena

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 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 annual CTC will be Rs 157572 /- 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

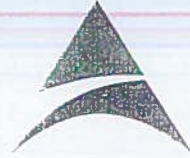
I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: Shaik. Mobeena

Date: 28/01/2023

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



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear S. Naga Sravani

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 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.
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- Your annual CTC will be Rs 157572 /- 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. Naga Sravani

Date: 28/01/2023


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



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear Y. Sreelekha

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 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 annual CTC will be Rs 157572 /- 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**,


Authorized Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: Y. Sreelekha

Date: 28/01/2023



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



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear B. pavan kalyan

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 at **10.00 AM**.

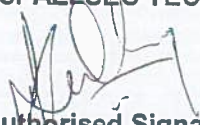
This offer is subject to the Company receiving:

- 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.
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- Your annual CTC will be Rs 157572 /- 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**,


Authorized Signatory

Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: B. Pavan Kalyan

Date: 28/01/2023


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



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear B. Simindri

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 at 10.00 AM.

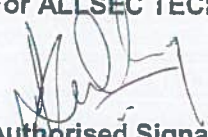
This offer is subject to the Company receiving:

- 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.
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- Your annual CTC will be Rs 157572 /- 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**,


Authorized Signatory

Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: B. Simindri

Date: 28/01/2023



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



STRICTLY PERSONAL

Name:

Date : 28/01/2023

Sub: Letter of Intent

Dear B. Praveen Kumar

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 at **10.00 AM**.

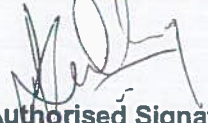
This offer is subject to the Company receiving:

- 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.
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- Your annual CTC will be Rs 157572 /- 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,


Authorized Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: B. Praveenkumar

Date: 28/01/2023


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



STRICTLY PERSONAL

Name:

Date : 28/01/2023

Sub: Letter of Intent

Dear *K. Sailaja*

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 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.
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- Your annual CTC will be Rs 157572 /- 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,

[Signature]
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. Sailaja*

Date: 28/01/2023

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



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear *K. Lakshmi 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 05/06/2023 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.
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- Your annual CTC will be Rs 157572 /- 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**,


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. Lakshmi Supraja*

Date: 28/01/2023


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



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear *M. Lakshmi Charanya*

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 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.
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- Your annual CTC will be Rs 157572 /- 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**,

[Signature]
Authorised Signatory
Human Resources Department

[Signature]
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: *M. Lakshmi Charanya*

Date: 28/01/2023



STRICTLY PERSONAL

Name:

Date : 28/01/2023

Sub: Letter of Intent

Dear R. Narendra Babu

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 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 annual CTC will be Rs 157572 /- 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**,


Authorized Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: Narendra Babu

Date: 28/01/2023


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



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear *R. Venkata Gurumurthy*

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 at 10.00 AM.

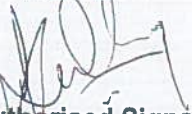
This offer is subject to the Company receiving:

- 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 annual CTC will be Rs 157572 /- 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,


Authorized Signatory

Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: *R. Venkata Gurumurthy*

Date: 28/01/2023


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VALLURU:: ONGOLE.

Compose



Inbox 2,877

Starred

Snoozed

Sent

Drafts 290

More

Labels



Srinivasan <srinivasan@datalogicsindia.com>
to Diwaker, Kishore, me, hr, Hamsa, Thammem

T

Hi Raghu Sir,

Hope you are doing well !

Below are selected job aspirants, please let us know when they will be available to join the company so that joining dates will be de be shared accordingly.

Names	Qualification
Swapna Eemani	B.Tech (ECE)
Settipalli Anulya	B.Tech
Ramakrishna M	B.Tech (ECE)
Thatiparthi Venkata Prathyusha	B.Tech (ECE)

Thanks & Regards,
Srinivasan V

**PRINCIPAL
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GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.**



HRD/IT/21-22/00011115

Ms.PADARTHI AKHILA,
Candidate ID-E111176,
MALLAVARAPADU,
ONGOLE,
PIN NO:523272 ,
PH.NO:-6301497725

DEC 16 ,2022

Dear PADARTHI AKHILA,

Welcome to Develop Trees!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Develop Trees 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 Develop Trees, 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 learn ability, values and trusted relationships with our clients continue to be the corner stones 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,

EVP and Head Human Resources-Develop Trees



DEVELOPTREES

9D.No-21-17-878,

Malleswariparadise,wardno- 42,

Anjaneya peta 3rd line

Amaravathi Road,

Guntur-522007,AP.

Contact: 08633500229

hr@developtrees.com

www.developtrees.com

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

HRD/IT/21-22/00011115

Ms.PADARTHI AKHILA,
Candidate ID-E111176,
MALLAVARAPADU,
ONGOLE,
PIN NO:523272 ,
PH.NO:-6301497725

DEC 16 ,2022

Dear PADARTHI AKHILA,

Congratulations! We are delighted to make you an offer as **Software Developer** and your role is **Developer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **DEC 16 ,2022**.

Location


Your location of training is **Guntur,Andhra Pradesh**. 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 worklocation.

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom 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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Information and background verification :

The commencement or continuation of your employment with the company is contingent on the results of a background check which includes reference checks and verification of academics. If the results of your background check reveal information that is inconsistent with our standards, The Develop Trees retains the right to terminate any employee who has indulged in or has legal proceedings for misrepresentation or crimes. Please provide us with academic credentials & professional reference. By accepting this offer you are accepting the company's policy on background verification

Probation and confirmation :

You will be on probation for a period of three 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

Personal Particulars :

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee and an emergency contact.

NATURE OF WORK :

Your nature of work mainly includes all the aspects of the duties and responsibilities mentioned in your job description as well as any other as-hoc duties assigned to you from time to time. The nature of work and responsibilities will be assigned and explained to you by your immediate manager from time to time.

WORKING/SHIFT HOURS :

The normal working hours of the company are from 8:30 to 6:30 from Monday to Saturday including lunch break and tea breaks. As the company works 24/6 and also depending on organizational requirement or project contingencies, working hours and days for specific employees or groups of employees or all employees may be modified/alterd from time to time which will be communicated to you by your manager

SALARY PAYMENT :

Regular employees in india are paid their monthly salary through their bank transfer on or before 10th of every month. You are requested to note that processing of monthly pay will be subject to submission of your Permanent Account Number (PAN) details to the company. In case you do not have PAN, please initiate the application process for the same immediately and carry the acknowledgement as issued by the income tax authorities with you while coming for joining. A copy of acknowledgement would need to be submitted by you for our records.


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Agreement:

Our offer to you as 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 Develop Trees 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.

Dual Employment:

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 Develop Trees. 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.

Tax Deducted Source :

As required by law you shall be responsible for taxes including filing tax returns


Leave And Holidays :

As an employee of the company you will be entitled to 1 casual leave per month if in case you don't wise to take the casual leave of that month that leave would be lapsed and will not be carried forward to the next month. The company follows strict time schedule and late comings are discouraged and for every late coming you will be entitled for loss of pay for half day holidays would be as per the list declared by the company from time to time.

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 months' 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.


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Performance Reviews :

The company also has a yearly appraisal based on performance you may be eligible for a salary appraisal under the policy based on your individual ratings, as well as the performance of the team and the performance of a company as a whole which is achieved during the period.

Intellectual Property Right :

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use /utilize such improvement and you shall assign all the rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company

RESTRAIN:

ACCESS TO INFORMATION:

Information is available on need to know basis for specific groups. Access to this information is authorized through privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

RESTRICTION OF PERSONAL USE:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet services and working time of the company for personal use. You will under no circumstances carry any work from home unless specifically requested by your manager. Any usage of company information of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

Other terms and conditions:

Our offer to you as a **Software Developer** 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 **2022-2023**. These eligibility criteria for the Role of a **Developer**, has already been clearly communicate you and your college during these lection 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 Develop Trees.


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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.

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

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 .

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 Develop Trees family and wish you a rewarding career over the years to come.

Yours sincerely,


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

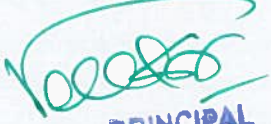
EVP and Head Human Resources – Develop Trees

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

Date: _____, 20____

Sign your name

_____ _____
Print yourname Location


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ANNEXURE- I

(Compensation during the Training Period)

Particulars	Monthly	Annually
Basic Pay	₹ 14,583.33	₹ 1,75,000.00
House Rent Allowance(HRA)	₹ 5,833.33	₹ 70,000.00
Entertainment Allowance	₹ 425.00	₹ 5,100.00
Refreshment Allowance	₹ 1,458.33	₹ 17,500.00
Car/Vehicle Allowance	₹ 2,916.67	₹ 35,000.00
Take Home Salary	25216.67	₹ 3,02,600.00
Retiral/Deductions		
Provident Fund(PF)	1750	₹ 21,000.00
ESI		
Professional Tax	₹ 200.00	₹ 2,400.00
Health Insurance	₹ 2,000.00	₹ 24,000.00
Total Deductions	₹ 3,950.00	₹ 47,400.00
Gross Salary	₹ 29,166.67	₹ 3,50,000.00
Additional Contribution of Employer		
EPF(Employer contribution of PF)	1750	21000
ESI(Employer Contribution)		
Total Employer Contribution	₹ 1,750.00	₹ 21,000.00
Total Cost to Company	₹ 30,916.67	₹ 3,71,000.00 /*


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GROUP OF INSTITUTIONS
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HRD/IT/21-22/00011115

Ms.RAVURI LAKSHMI,
Candidate ID-E111165,
D.NO:1-114,
PANGULURU,
JANKAVARAMPANGULURU,
PRAKASAM
PH.NO:-9505239654

DEC 16 ,2022

Dear RAVURI LAKSHMI,

Welcome to Develop Trees!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Develop Trees 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 Develop Trees, 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 learn ability, values and trusted relationships with our clients continue to be the corner stones 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,

EVP and Head Human Resources-Develop Trees

DEVELOPTREES

9D.No-21-17-878,

Malleswariparadise, wardno- 42,

Anjaneya peta 3rd line

Amaravathi Road,

Guntur-522007, AP.

Contact: 08633500229

hr@developtrees.com

www.developtrees.com

Sanjay



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

HRD/IT/21-22/00011115

Ms.RAVURI LAKSHMI,
Candidate ID-E111165,
D.NO:1-114,
PANGULURU,
JANKAVARAMPANGULURU,
PRAKASAM
PH.NO:-9505239654

DEC 16 ,2022

Dear RAVURI LAKSHMI,

Congratulations! We are delighted to make you an offer as **Software Developer** and your role is **Developer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **DEC 16 ,2022**.

Location

Your location of training is **Guntur,Andhra Pradesh**. 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 worklocation.

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom 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.


PRINCIPAL
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PANGULURU:: ONGOLE.

Information and background verification :

The commencement or continuation of your employment with the company is contingent on the results of a background check which includes reference checks and verification of academics. If the results of your background check reveal information that is inconsistent with our standards, The Develop Trees retains the right to terminate any employee who has indulged in or has legal proceedings for misrepresentation or crimes. Please provide us with academic credentials & professional reference. By accepting this offer you are accepting the company's policy on background verification

Probation and confirmation :

You will be on probation for a period of three 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

Personal Particulars :

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee and an emergency contact.

NATURE OF WORK :

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GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.**

Agreement:

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Tax Deducted Source :

As required by law you shall be responsible for taxes including filing tax returns

Leave And Holidays :

As an employee of the company you will be entitled to 1 casual leave per month if in case you don't wise to take the casual leave of that month that leave would be lapsed and will not be carried forward to the next month. The company follows strict time schedule and late comings are discouraged and for every late coming you will be entitled for loss of pay for half day holidays would be as per the list declared by the company from time to time.

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Performance Reviews :

The company also has a yearly appraisal based on performance you may be eligible for a salary appraisal under the policy based on your individual ratings, as well as the performance of the team and the performance of a company as a whole which is achieved during the period.

Intellectual Property Right :

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RESTRAIN:

ACCESS TO INFORMATION:

Information is available on need to know basis for specific groups. Access to this information is authorized through privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

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Other terms and conditions:

Our offer to you as a **Software Developer** 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 2022-2023. These eligibility criteria for the Role of a **Developer**, has already been clearly communicate you and your college during these lecture 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 Develop Trees.


PRINCIPAL
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VALLURU:: ONGOLE.

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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

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 .

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 Develop Trees family and wish you a rewarding career over the years to come.

Yours sincerely,



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

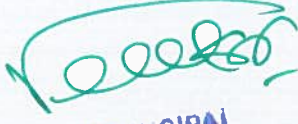
EVP and Head Human Resources – Develop Trees

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 name Location


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

ANNEXURE- I

(Compensation during the Training Period)

Particulars	Monthly	Annually
Basic Pay	₹ 14,583.33	₹ 1,75,000.00
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Entertainment Allowance	₹ 425.00	₹ 5,100.00
Refreshment Allowance	₹ 1,458.33	₹ 17,500.00
Car/Vehicle Allowance	₹ 2,916.67	₹ 35,000.00
Take Home Salary	25216.67	₹ 3,02,600.00
Retiral/Deductions		
Provident Fund(PF)	1750	₹ 21,000.00
ESI		
Professional Tax	₹ 200.00	₹ 2,400.00
Health Insurance	₹ 2,000.00	₹ 24,000.00
Total Deductions	₹ 3,950.00	₹ 47,400.00
Gross Salary	₹ 29,166.67	₹ 3,50,000.00
Additional Contribution of Employer		
EPF(Employer contribution of PF)	1750	21000
ESI(Employer Contribution)		
Total Employer Contribution	₹ 1,750.00	₹ 21,000.00
Total Cost to Company	₹ 30,916.67	₹ 3,71,000.00 /*

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



HRD/IT/21-22/00011115

Ms.SHAIK RUKHYA,
Candidate ID-E111175,
H.NO:37-1-160/148,
2ND LANE ISLAMPETA,
ONGOLE,
PRAKSAM,
PH.NO:-7842717975

DEC 16 ,2022

Dear SHAIK RUKHYA,

Welcome to Develop Trees!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Develop Trees 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 Develop Trees, 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 learn ability, values and trusted relationships with our clients continue to be the corner stones 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,

EVP and Head Human Resources-Develop Trees

DEVELOPTREES

9D.No-21-17-878,

Malleswariparadise,wardno- 42,

Anjaneya peta 3rd line

Amaravathi Road,

Guntur-522007,AP.

Contact: 08633500229

hr@developtrees.com

www.developtrees.com



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

HRD/IT/21-22/00011115

Ms.SHAIK RUKHYA,
Candidate ID-E111175,
H.NO:37-1-160/148,
2ND LANE ISLAMPETA,
ONGOLE,
PRAKSAM,
PH.NO:-7842717975

DEC 16 ,2022

Dear SHAIK RUKHYA,
Congratulations! We are delighted to make you an offer as **Software Developer** and your role is **Developer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **DEC 16 ,2022**.

Location

Your location of training is **Guntur,Andhra Pradesh**. 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 worklocation.

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom 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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Information and background verification :

The commencement or continuation of your employment with the company is contingent on the results of a background check which includes reference checks and verification of academics. If the results of your background check reveal information that is inconsistent with our standards, The Develop Trees retains the right to terminate any employee who has indulged in or has legal proceedings for misrepresentation or crimes. Please provide us with academic credentials & professional reference. By accepting this offer you are accepting the company's policy on background verification

Probation and confirmation :

You will be on probation for a period of three 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

Personal Particulars :

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee and an emergency contact.

NATURE OF WORK :

Your nature of work mainly includes all the aspects of the duties and responsibilities mentioned in your job description as well as any other as-hoc duties assigned to you from time to time. The nature of work and responsibilities will be assigned and explained to you by your immediate manager from time to time.

WORKING/SHIFT HOURS :

The normal working hours of the company are from 8:30 to 6:30 from Monday to Saturday including lunch break and tea breaks. As the company works 24/6 and also depending on organizational requirement or project contingencies, working hours and days for specific employees or groups of employees or all employees may be modified/alterd from time to time which will be communicated to you by your manager

SALARY PAYMENT :

Regular employees in India are paid their monthly salary through their bank transfer on or before 10th of every month. You are requested to note that processing of monthly pay will be subject to submission of your Permanent Account Number (PAN) details to the company. In case you do not have PAN, please initiate the application process for the same immediately and carry the acknowledgement as issued by the income tax authorities with you while coming for joining. A copy of acknowledgement would need to be submitted by you for our records.


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Agreement:

Our offer to you as 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 Develop Trees 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.

Dual Employment:

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 Develop Trees. 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.

Tax Deducted Source :

As required by law you shall be responsible for taxes including filing tax returns


Leave And Holidays :

As an employee of the company you will be entitled to 1 casual leave per month if in case you don't wise to take the casual leave of that month that leave would be lapsed and will not be carried forward to the next month. The company follows strict time schedule and late comings are discouraged and for every late coming you will be entitled for loss of pay for half day holidays would be as per the list declared by the company from time to time.

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 months' 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.


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Performance Reviews :

The company also has a yearly appraisal based on performance you may be eligible for a salary appraisal under the policy based on your individual ratings, as well as the performance of the team and the performance of a company as a whole which is achieved during the period.

Intellectual Property Right :

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use /utilize such improvement and you shall assign all the rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company

RESTRAIN:

ACCESS TO INFORMATION:

Information is available on need to know basis for specific groups. Access to this information is authorized through privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

RESTRICTION OF PERSONAL USE:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet services and working time of the company for personal use. You will under no circumstances carry any work from home unless specifically requested by your manager. Any usage of company information of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

Other terms and conditions:

Our offer to you as a **Software Developer** 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 2022-2023. These eligibility criteria for the Role of a **Developer**, has already been clearly communicate you and your college during these lecture 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 Develop Trees.


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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.

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

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 .

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 Develop Trees family and wish you a rewarding career over the years to come.

Yours sincerely,


PRINCIPAL
RISE KRISHNA SAI GANDH'
GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.


EVP and Head Human Resources – Develop Trees

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 name Location


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ANNEXURE- I

(Compensation during the Training Period)

Particulars	Monthly	Annually
Basic Pay	₹ 14,583.33	₹ 1,75,000.00
House Rent Allowance(HRA)	₹ 5,833.33	₹ 70,000.00
Entertainment Allowance	₹ 425.00	₹ 5,100.00
Refreshment Allowance	₹ 1,458.33	₹ 17,500.00
Car/Vehicle Allowance	₹ 2,916.67	₹ 35,000.00
Take Home Salary	25216.67	₹ 3,02,600.00
Retiral/Deductions		
Provident Fund(PF)	1750	₹ 21,000.00
ESI		
Professional Tax	₹ 200.00	₹ 2,400.00
Health Insurance	₹ 2,000.00	₹ 24,000.00
Total Deductions	₹ 3,950.00	₹ 47,400.00
Gross Salary	₹ 29,166.67	₹ 3,50,000.00
Additional Contribution of Employer		
EPF(Employer contribution of PF)	1750	21000
ESI(Employer Contribution)		
Total Employer Contribution	₹ 1,750.00	₹ 21,000.00
Total Cost to Company	₹ 30,916.67	₹ 3,71,000.00 /*


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KodNest Technologies Pvt Ltd,

CPR Tower, 4th & 5th Floor, above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

28-December-2022


Sub: Offer Confirmation Letter

Deepthi Vadlamudi

We are pleased to extend you an offer with KodNest as **"Trainee"** following your selection in our CSR DRIVE under the following terms and conditions:

TERMS AND CONDITIONS

1. This csr offer will be valid only if the offered candidate has completed the Dream factory 2023 program before the deadline
2. The Trainee shall abide by the rules and regulations of KodNest and strictly adheres to it, failing to do so will lead to termination of the candidature.
3. The trainee shall actively participate in all the placement drives and opportunities matching the criteria which are provided by KODNEST through various means without missing them and ensuring a pre-approval is taken in case of emergency situations.
4. Kodnest shall not charge the trainee who is selected through the CSR program and there are no fees or any kind of charges that needs to be paid to KODNEST.
5. You shall be required to provide the Company 2 copies of all documents and information as per the verification policy.
6. KodNest reserves the right to terminate your Training without notice on grounds of breach of policy, misconduct, or disciplinary grounds.
7. Absence for a continuous period of 3 days without prior approval of your supervisors (including overstay on leave/ training) can lead to your Training opportunity being terminated without notice.


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8. Any violation of the above-mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination. In the event of termination by the Company on account of breach of disciplinary policy, the Company will not be liable to pay any amount in lieu of notice.

9. Failing to accept this offer within 15 days, will void your seat and you will not be entitled to the free KodNest premium full-stack module course at kodNest.

10. The trainee is entitled to the full-stack development course provided by KodNest and shall utilize all the facilities provided by us to their fullest potential.

11. The start day of your training will be the announced soon and request you to get a mail copy for reference purposes as this shall act as your entry card.

12. If the offered candidates have completed the Dream factory 2023 program completely.

13. The mode of training will be offline at our Bangalore learning center.

14. The start date of the program for CSR will be informed One month prior to the start date.

15. At the time of joining the student should not have any backlogs for the offer to be valid.

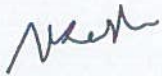
Kindly sign and return a copy of this letter.

We welcome and wish the best for your career.

Confidentiality policy

All documents provided by the company must be kept confidential except in case of legal advice.

Regards,



Akash Pandey
CEO & Co- Founder



Accepted

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

(Signature of the Candidate)

ANNEXURE 1:

List of documents copy to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer, if you accepts it.

1. Education provisional certificate and mark sheets of the highest Qualification degree / professional qualification.
2. Two (2) passport size photographs
3. Copy of the PAN (permanent account number) Card, self attested.
4. Any Govt ID Proof - One copy.



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear *K. Yamini*

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 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 annual CTC will be Rs 157572 /- 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**,

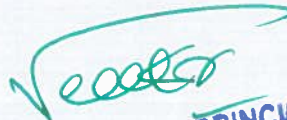

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: *K. Yamini*

Date: 28/01/2023



**PRINCIPAL
RISE KRISHNA SAI GANDI
IP OF INSTITUTIONS
URU: ONGOLE.**



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear

G. Mahesh

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 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.

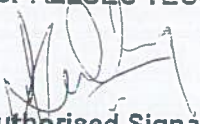
- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your annual CTC will be Rs 157572 /- 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,



Authorized Signatory


Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: G. Mahesh

Date: 28/01/2023



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GROUP OF INSTITUTIONS
LURU, ONGOLE.



STRICTLY PERSONAL

Name:

Date: 28/01/2023

Sub: Letter of Intent

Dear Syed. Pasnimkaur

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 05/06/2023 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 annual CTC will be Rs 157572 /- 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**,


Authorized Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature: Syed Pasnimkaur

Date: 28/01/2023


PRINCIPAL
RISE KRISHNA SAI GANDHI
GROUP OF INSTITUTIONS
V: 1 URU: ONGOLE.



Offer Letter

Dear Mr. Ms. / Mrs. BANDERU. DHARANI

Sr. No.:

We are happy to announce that you have been selected for the position of..... DRM..... in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK


* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source : _____


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GROUP OF INSTITUTIONS
VALLURU:: ONGOLE.

Bandaru. Dharani
Eureka Outsourcing Solutions Pvt. Ltd.

Issued by

I received my offer letter.

Corporate Off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada, Thane (W) - 400607

T: +91 22 25302400 F: +91 22 25302433 E: connect@eocglobe.com W: www.eocglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. DANDIBOYINA SRAVANI

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK


* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

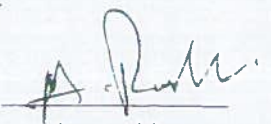
* Source : CAMPUS DRIVE

* Sub-Source : _____


**PRINCIPAL
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VALLURU:: ANGOLE.**

DANDIBOYINA SRAVANI

I accept my ~~letter~~ offer letter
Eureka Outsourcing Solutions Pvt. Ltd.


Issued by



Offer Letter

Dear Mr. Ms. / Mrs. PUNUGOTI BHULAKSHMI

Sr. No.:

We are happy to announce that you have been selected for the position of..... DRM..... in EOS.

Your monthly Take-home salary for this position would be Rs..... 13000/-..... with a total monthly CTC of Rs..... 16000/-.....

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 clarification.

You will be paid as stipend amount of Rs. 1050/-..... during the training period.

The training duration for the process would be of 7..... days and the stipend will be credited along with your 2ND..... month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK.


* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source : _____


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VALLURU:: ONGOLE.**

P. Bhulakshmi. I Received my Offer letter
Eureka Outsourcing Solutions Pvt. Ltd.



Offer Letter

Dear Mr. Ms. / Mrs. THATITHOTI PARIMALA

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK

* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source :

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

T. Parimala
T. Parimala I received
Eureka Outsourcing Solutions Pvt. Ltd.

(Signature)
Issued by
my offer letter



Offer Letter

Dear Mr. Ms. / Mrs. BOGALA CHUNNARKA

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK

* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

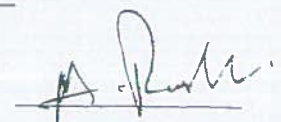
* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source :


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

B. Chinnarka


Issued by

I received my offer letter
Eureka Outsourcing Solutions Pvt. Ltd.

Corporate Off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada, Thane (W) - 400607

T: +91 22 25302400 F: +91 22 25302433 E: connect@eocglobe.com W: www.eocglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. CHALLA . THIRIVENI

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 10500/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK

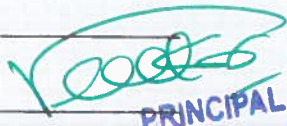
* Date of Joining / induction : 01-06-2023

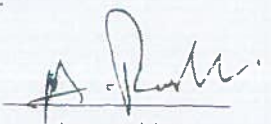
* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source :


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


Issued by

Challa . Thiriveni
Eureka Outsourcing Solutions Pvt. Ltd. I received my offer letter

Corporate Off.: High Street Corporate Centre. 5th Floor, Kapurbavadi Junction, Majiwada. Thane (W) - 400607

T: +91 22 25302400 F: +91 22 25302433 E: connect@eocglobe.com W: www.eocglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. CHANDA VIJAYA DURGA

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK

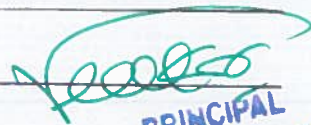
* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

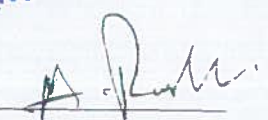
* Sub-Source :


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

C. Vijaya Durga

Eureka Outsourcing Solutions Pvt. Ltd.

I Received my


Issued by
offer letter

Corporate Off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada, Thane (W) - 400607

T: +91 22 25302400 F: +91 22 25302433 E: connect@eocglobe.com W: www.eosglobe.com



Offer Letter

Dear Mr. Ms. / Mrs. CHEMBETI VASANTHI

Sr. No.:

We are happy to announce that you have been selected for the position of.....DRM..... in EOS.

Your monthly Take-home salary for this position would be Rs.....13000/-.....with a total monthly CTC of Rs.....16000/-.....

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 clarification.

You will be paid as stipend amount of Rs.1050/-..... during the training period.

The training duration for the process would be of7..... days and the stipend will be credited along with your2ND..... month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK.


* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source : _____


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

C. Vasanthi I received my offer letter.
Eureka Outsourcing Solutions Pvt. Ltd.

Issued by



Offer Letter

Dear Mr. Ms. / Mrs. JAMPANI HARI VANDANA

Sr. No.:

We are happy to announce that you have been selected for the position of DRM in EOS.

Your monthly Take-home salary for this position would be Rs. 13000/- with a total monthly CTC of Rs. 16000/-

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 clarification.

You will be paid as stipend amount of Rs. 1050/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2ND month salary.

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK


* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30 AM

* Recruiter : A. RAJESH

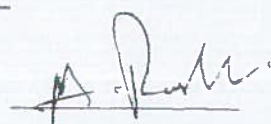
* Source : CAMPUS DRIVE

* Sub-Source :


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

J. Hari Vandana

Eureka Outsourcing Solutions Pvt. Ltd.


Issued by
Received my offer letter.



Offer Letter

Dear Mr. Ms. / Mrs. PATHURI ABHINAYA

Sr. No.:

We are happy to announce that you have been selected for the position of..... DRM..... in EOS.

Your monthly Take-home salary for this position would be Rs..... 13000/-..... with a total monthly CTC of Rs..... 16000/-.....

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 clarification.

You will be paid as stipend amount of Rs. 1050/-..... during the training period.

The training duration for the process would be of 7..... days and the stipend will be credited along with your END..... month salary

Other benefits INCENTIVES

* Process Assigned : IDFC FIRST BANK.

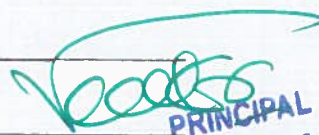
* Date of Joining / induction : 01-06-2023

* Reporting Time : 9:30AM

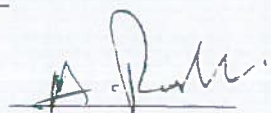
* Recruiter : A. RAJESH

* Source : CAMPUS DRIVE

* Sub-Source : _____


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

P. Abhinaya


Issued by

I received My helter letter
Eureka Outsourcing Solutions Pvt. Ltd.

Provisional Trainee Working Order

10 JAN 2023

To

Mr. K.NAVEEN KUMAR
ROLL NO: 198B1A0444
RISE KRISHNA SAI GANDHI GROUP OF INSTITUTIONS
CONTACT NO : 9959396299
EMAIL ID: naveenkandlagunta@gmail.com

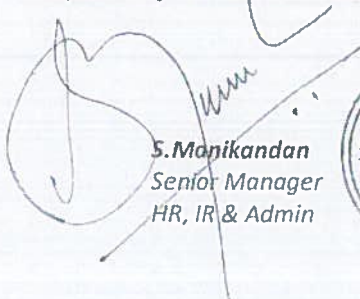
Dear Mr. K.NAVEEN KUMAR

Further reference to your test result I am pleased to engage you as a Graduate Engineer Trainee, on the following terms and conditions in our factory:

1. You will be provided training for a period of two year from the date of joining your training program will automatically cease at the end of the aforesaid period. On successful completion of your training, you will be provide with necessary training program certificate for your academic record.
2. You will be reporting to Head of the Department or the competent authority that you will be informed by your department HOD.
3. You will be paid stipend as per the company norms.
4. All payments will be prorated to the number of days present i.e., your stipend will be paid based on your daily attendance
5. You shall devote full concentration in the training parted to you, be punctual and if the management feels your performance in training is not satisfactory, it shall be enough cause for termination.
6. During the period of training, the training facility may be withdrawn at the discretion of the Management without giving any notice, if your performance is not satisfied.
7. You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.
8. Any matter pertaining to the company; or that you may come across during the nature of work shall be kept confidential by you. You will be responsible for the tools and other property given to you during the training and shall be returned in good condition on expiry of the training.
9. During the training, you shall undergo medical examination at the discretion of the management and your continuation in training shall be subject to medical fitness.
10. During the period of training, you shall undergo training in various departments, Branches factories in India or abroad, in parent company or in any other unit where the Management may have interest and the management never assures for any employment obligation on successful completion of the training program imparted to you.
11. You must complete minimum 1 year of training to get certificate.
12. This order is valid subject to your successful completion of your final Engineering examination this year.
13. The Selected candidates will be posted in any of NVH India Group of Companies.

We welcome you to the organization and wish you a fruitful association with us.

This letter is given in duplicate. You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions.


S. Manikandan
Senior Manager
HR, IR & Admin




K. Naveen Kumar

K. Naveen Kumar
Accepted by,

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

accepted my offer letter

RE - THINK
RE - CONFIRM

NVH INDIA AUTO PARTS PRIVATE LIMITED
Plot No. B-67&68, SIPCOT Industrial Park, Irungattukottai,
Sriperumbudur Taluk, Kancheepuram Dt - 602 117,
TAMIL NADU,INDIA,CIN: U 34300 TN 2006 PTC 059275.
Mobile : +91 8056240531 Tel : +91 44 47103805,
Email id: nimmy@nvhkorea.com Website : www.nvhindia.co.in

Provisional Trainee Working Order

10 JAN 2023

To

Mr. TELUKUTLA GOPI
ROLL NO: 198B1A0462
RISE KRISHNA SAI GANDHI GROUP OF INSTITUTIONS
CONTACT NO : 7993564623
EMAIL ID: gopitelukutla62@gmail.com

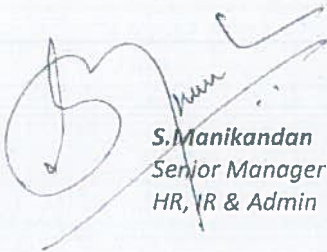
Dear Mr. TELUKUTLA GOPI

Further reference to your test result I am pleased to engage you as a Graduate Engineer Trainee, on the following terms and conditions in our factory:

1. You will be provided training for a period of two year from the date of joining your training program will automatically cease at the end of the aforesaid period. On successful completion of your training, you will be provide with necessary training program certificate for your academic record.
2. You will be reporting to Head of the Department or the competent authority that you will be informed by your department HOD.
3. You will be paid stipend as per the company norms.
4. All payments will be prorated to the number of days present i.e., your stipend will be paid based on your daily attendance
5. You shall devote full concentration in the training parted to you, be punctual and if the management feels your performance in training is not satisfactory, it shall be enough cause for termination.
6. During the period of training, the training facility may be withdrawn at the discretion of the Management without giving any notice, if your performance is not satisfied.
7. You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.
8. Any matter pertaining to the company; or that you may come across during the nature of work shall be kept confidential by you. You will be responsible for the tools and other property given to you during the training and shall be returned in good condition on expiry of the training.
9. During the training, you shall undergo medical examination at the discretion of the management and your continuation in training shall be subject to medical fitness.
10. During the period of training, you shall undergo training in various departments, Branches factories in India or abroad, in parent company or in any other unit where the Management may have interest and the management never assures for any employment obligation on successful completion of the training program imparted to you.
11. You must complete minimum 1 year of training to get certificate.
12. This order is valid subject to your successful completion of your final Engineering examination this year.
13. The Selected candidates will be posted in any of NVH India Group of Companies.

We welcome you to the organization and wish you a fruitful association with us.

This letter is given in duplicate. You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions.


S. Manikandan
Senior Manager
HR, IR & Admin




T. Gopi
Accepted by,

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

I accepted my offer letter

NVH INDIA AUTO PARTS PRIVATE LIMITED
Plot No. B-67&68, SIPCOT Industrial Park, Irungattukottai,
Sriperumbudur Taluk, Kancheepuram Dt - 602 117,
TAMIL NADU, INDIA, CIN: U 34300 TN 2006 PTC 059275.
Mobile : +91 8056240531 Tel : +91 44 47103805,
Email id: nimmy@nvhkorea.com Website : www.nvhindia.co.in

RE - THINK
RE - CONFIRM

Provisional Trainee Working Order

10 JAN 2023

To

Mr. A.MANIDEEP
ROLL NO: 198B1A0436
RISE KRISHNA SAI GANDHI GROUP OF INSTITUTIONS
CONTACT NO : 7815951632
EMAIL ID: manideepanumolu@gmail.com

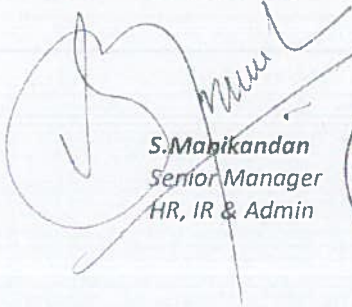
Dear Mr. A.MANIDEEP

Further reference to your test result I am pleased to engage you as a Graduate Engineer Trainee, on the following terms and conditions in our factory:


1. You will be provided training for a period of two year from the date of joining your training program will automatically cease at the end of the aforesaid period. On successful completion of your training, you will be provide with necessary training program certificate for your academic record.
2. You will be reporting to Head of the Department or the competent authority that you will be informed by your department HOD.
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11. You must complete minimum 1 year of training to get certificate.
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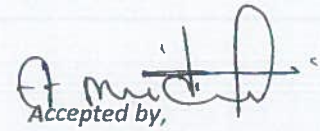
We welcome you to the organization and wish you a fruitful association with us.

This letter is given in duplicate. You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions.


S. Manikandan
Senior Manager
HR, IR & Admin




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


Accepted by,

I accepted my offer
letter.

NVH INDIA AUTO PARTS PRIVATE LIMITED
Plot No. B-67&68, SIPCOT Industrial Park, Irungattukottai,
Sriperumbudur Taluk, Kancheepuram Dt – 602 117,
TAMIL NADU,INDIA,CIN: U 34300 TN 2006 PTC 059275.
Mobile : +91 8056240531Tel : +91 44 47103805,
Email id: nimmy@nvhkorea.com Website : www.nvhindia.co.in

RE - THINK
RE - CONFIRM

Provisional Trainee Working Order

10 JAN 2023

To

Mr. AMARNADH MADALA
ROLL NO: 198B1A0450
RISE KRISHNA SAI GANDHI GROUP OF INSTITUTIONS
CONTACT NO : 9390881607
EMAIL ID: amarnadhmadala9@gmail.com

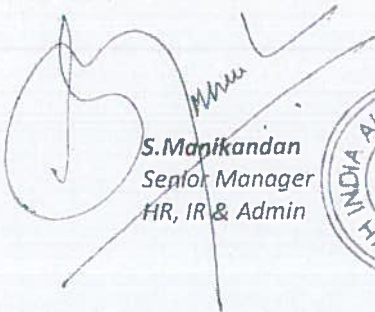
Dear Mr. AMARNADH MADALA

Further reference to your test result I am pleased to engage you as a **Graduate Engineer Trainee**, on the following terms and conditions in our factory:

1. You will be provided training for a period of two year from the date of joining your training program will automatically cease at the end of the aforesaid period. On successful completion of your training, you will be provide with necessary training program certificate for your academic record.
2. You will be reporting to Head of the Department or the competent authority that you will be informed by your department HOD.
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11. You must complete minimum 1 year of training to get certificate.
12. This order is valid subject to your successful completion of your final Engineering examination this year.
13. The Selected candidates will be posted in any of NVH India Group of Companies.

We welcome you to the organization and wish you a fruitful association with us.

This letter is given in duplicate. You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions.


S. Manikandan
Senior Manager
HR, IR & Admin




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

M. Amarnadh
Accepted by,

I accepte my offer letter

RE - THINK
RE - CONFIRM

NVH INDIA AUTO PARTS PRIVATE LIMITED
Plot No. B-67&68, SIPCOT Industrial Park, Irungattukottai,
Sriperumbudur Taluk, Kancheepuram Dt - 602 117,
TAMIL NADU, INDIA, CIN: U 34300 TN 2006 PTC 059275.
Mobile : +91 8056240531 Tel : +91 44 47103805,
Email id: nimny@nvhkorea.com Website : www.nvhindia.co.in

Provisional Trainee Working Order

10 JAN 2023

To

Mr. NAGASRINU MOLABANTI
ROLL NO: 198B1A0455
RISE KRISHNA SAI GANDHI GROUP OF INSTITUTIONS
CONTACT NO : 9014294788
EMAIL ID: molabantinagasrinu20@gmail.com

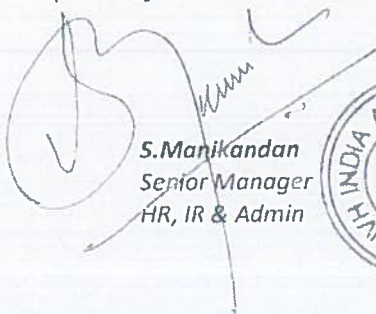
Dear Mr. NAGASRINU MOLABANTI

Further reference to your test result I am pleased to engage you as a Graduate Engineer Trainee, on the following terms and conditions in our factory:

1. You will be provided training for a period of two year from the date of joining your training program will automatically cease at the end of the aforesaid period. On successful completion of your training, you will be provide with necessary training program certificate for your academic record.
2. You will be reporting to Head of the Department or the competent authority that you will be informed by your department HOD.
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11. You must complete minimum 1 year of training to get certificate.
12. This order is valid subject to your successful completion of your final Engineering examination this year.
13. The Selected candidates will be posted in any of NVH India Group of Companies.

We welcome you to the organization and wish you a fruitful association with us.

This letter is given in duplicate. You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions.


S. Manikandan
Senior Manager
HR, IR & Admin





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

M. Nago
Accepted by,

accept My after letter

NVH INDIA AUTO PARTS PRIVATE LIMITED

Plot No. B-67&68, SIPCOT Industrial Park, Irungattukottai,

Sriperumbudur Taluk, Kancheepuram Dt - 602 117,

TAMIL NADU, INDIA, CIN: U 34300 TN 2006 PTC 059275.

Mobile : +91 8056240531 Tel : +91 44 47103805,

Email id: nimmy@nvhkorea.com Website : www.nvhindia.co.in

RE - THINK
RE - CONFIRM

Provisional Trainee Working Order

10 JAN 2023

To

Mr. ANJALIAH PAMBA
ROLL NO: 198B1A0457
RISE KRISHNA SAI GANDHI GROUP OF INSTITUTIONS
CONTACT NO : 9390288274
EMAIL ID: anjipamba457@gmail.com

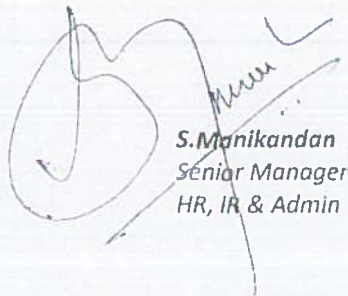
Dear Mr. ANJALIAH PAMBA

Further reference to your test result I am pleased to engage you as a Graduate Engineer Trainee, on the following terms and conditions in our factory:

1. You will be provided training for a period of two year from the date of joining your training program will automatically cease at the end of the aforesaid period. On successful completion of your training, you will be provide with necessary training program certificate for your academic record.
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S. Manikandan
Senior Manager
HR, IR & Admin



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

Accepted by,
accept my offer letter

NVH INDIA AUTO PARTS PRIVATE LIMITED
Plot No. B-67&68, SIPCOT Industrial Park, Irungattukottai,
Sriperumbudur Taluk, Kancheepuram Dt - 602 117,
TAMIL NADU, INDIA, CIN: U 34300 TN 2006 PTC 059275.
Mobile : +91 8056240531 Tel : +91 44 47103805,
Email id: nimmy@nvhkorea.com Website : www.nvhindia.co.in

Provisional Trainee Working Order

10 JAN 2023

To

Mr. VADDEMPUDI REVANTH
ROLL NO: 198B1A0464
RISE KRISHNA SAI GANDHI GROUP OF INSTITUTIONS
CONTACT NO : 9100425372
EMAIL ID: vrc9100@gmail.com

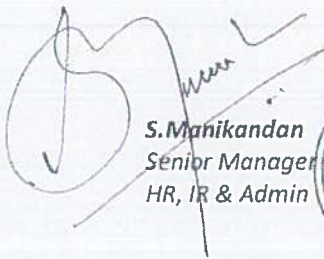
Dear Mr. VADDEMPUDI REVANTH

Further reference to your test result I am pleased to engage you as a Graduate Engineer Trainee, on the following terms and conditions in our factory:

1. You will be provided training for a period of two year from the date of joining your training program will automatically cease at the end of the aforesaid period. On successful completion of your training, you will be provide with necessary training program certificate for your academic record.
2. You will be reporting to Head of the Department or the competent authority that you will be informed by your department HOD.
3. You will be paid stipend as per the company norms.
4. All payments will be prorated to the number of days present i.e., your stipend will be paid based on your daily attendance
5. You shall devote full concentration in the training parted to you, be punctual and if the management feels your performance in training is not satisfactory, it shall be enough cause for termination.
6. During the period of training, the training facility may be withdrawn at the discretion of the Management without giving any notice, if your performance is not satisfied.
7. You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.
8. Any matter pertaining to the company; or that you may come across during the nature of work shall be kept confidential by you. You will be responsible for the tools and other property given to you during the training and shall be returned in good condition on expiry of the training.
9. During the training, you shall undergo medical examination at the discretion of the management and your continuation in training shall be subject to medical fitness.
10. During the period of training, you shall undergo training in various departments, Branches factories in India or abroad, in parent company or in any other unit where the Management may have interest and the management never assures for any employment obligation on successful completion of the training program imparted to you.
11. You must complete minimum 1 year of training to get certificate.
12. This order is valid subject to your successful completion of your final Engineering examination this year.
13. The Selected candidates will be posted in any of NVH India Group of Companies.

We welcome you to the organization and wish you a fruitful association with us.

This letter is given in duplicate. You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions.


S. Manikandan
Senior Manager
HR, IR & Admin





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

Accepted by,

V. Revanth

accept my offer letter

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