5.2.1(3)

STUDENT OFFER LETTERS

&

STUDENT ENROLLED IN HIGHER EDUCATION

2020-21

PRINCIPAL/DIRECTOR
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(Sponsored by MOTHER THERESA EDUCATIONAL SOCIETY)
(Approved by AICTE, New Delhi & Affiliated to JNTUK, Kakinada)
NUNNA - 521 212, Vijayawada Rural, Krishna Dt., A.P. India
Ph : 0866-2469222, 223, 224

E-mail : principal.9t@gmail.com,

5.2.1 Offer letters of the Placed students & Admission letters of the students enrolled in higher education during A.Y 2020-21

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum
2021	Y AHALYA	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	ACUVATE	200000
2021	Nagalakshmi Boya 9491428912	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000
2021	BANKURU APPALA NAIDU	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000
2021	GADE KIREETI	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000
21	GUDLA TIRUMALA	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000
2021	GUTTI DURGA SAI	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000
2021	KURAKULA GOPI	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000
2021	Dileep kumar Taidula 8985660423	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000
2021	SARAN KUMAR SODISETTY 9100889840	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000

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2021	Kalyani Dasi 8179422759	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000
2021	VAMSI SRI DASARI 9912432456	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000
2021	Johnkiran Pakina 7901457967	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000
2021	SIVESH BAYYANA 7075749044	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000
2021	Anil kumar Darivemula 9319329338	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000
2021	Pullakura Srinivasulu 7382087886	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000

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2021	PRASANTH KUMAR MALLAVARAPU 9490131307	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000
2021	Sowjanya Kandikonda 8985717886	B TECH IN CIVIL ENGINEERING	2020-21	D & C	240000
2021	Venkata ravi Nali 9491262605	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	DATA IN SOFT,	96000
2021	MADHAVI KUNCHE 8330917728	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	DATA IN SOFT,	96000
2021	VENKATA JAGADEESWARA ANKAL NANDIMANDALAM 9492862208	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40002	275000
2021	NAVEEN UPPU 7730807479	B TECH IN MECHANICAL ENGINEERING	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40002	275000

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2021	Rakesh Gujjula 9381825428	B TECH IN MECHANICAL ENGINEERING	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40002	275000
2021	Premchand Vempati 9494412921	B TECH IN MECHANICAL ENGINEERING	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40002	275000
2021	K H NAGA SAI MANIKANTA BOLLAM 9866449046	B TECH IN MECHANICAL ENGINEERING	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40002	275000
2021	Sai Manikala 7287039862	B TECH IN MECHANICAL ENGINEERING	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40002	275000
2021	SURESH BAMMIDI 9492786109	B TECH IN MECHANICAL ENGINEERING	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40002	275000
2021	NAGARAJU MANIKALA 6303251024	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40002	275000

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2021	B RAVI	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40002	275000
2021	G NAGA LAKSHMI	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40002	275000
2021	P MOUNIKA	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40002	275000
2021	N BALAKRISHNA	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40002	275000
2021	LAKSHMI PRASANNA MALLEMOGGALA 9490355996	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	IVY, PH NO: +9140 4472 1000	695628
2021	Raja sekhar reddy Jillella 8985682225	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000

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2021	MALLIKARJUNA CHARI NADAKUDURU 9182490440	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	Naga balu Andraju 8500695399	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	MANISH TEJA BURRI 9701322584	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	KEERTHI SREE VIKRUTHI 8985290929	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	Premchand Vempati 9494412921	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	SURESH KORRAPATI 9441123421	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000

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2021	Bhavana Simhadri Pujitha 9490297579	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	Prasanthi Yekula 9493695394	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	CHANDU PEDAPUDI 8331066772	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	vardhan hema Borugadda 7288889889	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	PRASAD DURGA BASWANI 8790109015	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	Vamsi Telluri 8184890405	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000

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2021	RATNA TEJA OGIRALA 8985781277	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	SATISH KUMAR KOTTURU 7382262282	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	BHUKYA RAMESH	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515123	162000
2021	DHARAVATHU HEMANTH NAYAK	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515124	162000
2021	JONNALAGADDA SIMILY	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515125	162000
2021	PATTEM SAI	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515126	162000

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2021	SHILAM SHILAM DILEEP 9493936743	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	Sivalokesh Ankolu 9985543457	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	Suresh Bammidi 9492786109	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	Sukumar reddy Mukkala 7901505087	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	Kokkilagadda Ayyappa swamy 6309633437	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	SOWMYA SOLA 97050227149492900000	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000

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2021	BHAVITHA KUPPIREDDI 9494351715	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	Chandu Prakash Davuluri 9346480681	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515122	162000
2021	Vishnu Banavathu 9010063093	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515123	162000
2021	BOYELLA PAVAN KALYAN	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515124	162000
2021	DHILLI RAMESH	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515125	162000
2021	GAJJALA SATISH	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515126	162000

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2021	MOGALLA BHARGAV	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515127	162000
2021	RACHAPROLU PRAPHUL	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515128	162000
2021	YANTRAPATI CHINNA	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515129	162000
2021	PANDHEETI CHANDRA KIRAN	B TECH IN MECHANICAL ENGINEERING	2020-21	SLAP, plot no.6-B, industrial park, kia ancilary unit, site-B ananthapur - 515124	162000
2021	KRISHNA PRIYA MUDI 6281410740	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	Gurijala Prathyusha 8008194556	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000

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2021	Chandra kiran Pandheeti 9494248053	B TECH IN MECHANICAL ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	Anusha urla 8500040725	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	Kavitha Lakkapamu 9502759535	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	Manoj Kumar Kunduru 8331916410	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	MOUNIKA BEJJAM 9490090758	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	Kaluvala Rajesh 8985639812	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000

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2021	Jaya kartheeja Marasakatla 8341064258	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	Deepthi Gantasala 9441436918	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	A VENKATESH	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	A SRIMANNARAYANA	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	CH SUBBA RAO	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	CH DURGA RAO	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000

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2021	D SIVA RAGHAVENDRA	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	G V J MOHANA RAO	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	G AKHILA	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	G HEMA	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	J MURALI KRISHNA	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	K MAHESH	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000

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2021	K MEGHANA	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	M VENKATA SUDHAKAR	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	P BHAVANA GUYTON	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	P PRASANNA	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	S JHON WESLEY	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	SK SHARIEF	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000

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2021	T AJAY KUMAR	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	T PAVAN KUMAR	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	VASI REDDY SAMBHA SUVA RAO	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	V RAMU	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	Y SIVA SHANKAR	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	IVAR INFOSYSTEM PVT LTD, GTS-GROUND floor, maharishi house, road number 2, banjara hills, hyderabad.	300000
2021	BOMMINA SRIHARI	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	TECH WAVE INFOTECH PRIVATE LIMITED,8-2-120/120/A/15/2. NANDI NAGAR, ROAD NO 14, BANJARA HILLS, HYDERABAD	200000

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2021	EEDA NAGENDRA BABU	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	TECH WAVE INFOTECH PRIVATE LIMITED,8-2-120/120/A/15/2. NANDI NAGAR, ROAD NO 14, BANJARA HILLS, HYDERABAD	200000
2021	KURRA RAJESH	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	TECH WAVE INFOTECH PRIVATE LIMITED,8-2-120/120/A/15/2. NANDI NAGAR, ROAD NO 14, BANJARA HILLS, HYDERABAD	200000
2021	PATHAN ASIF KHAN	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	TECH WAVE INFOTECH PRIVATE LIMITED,8-2-120/120/A/15/2. NANDI NAGAR, ROAD NO 14, BANJARA HILLS, HYDERABAD	200000
2021	SIDDI UMA MAHESH REDDY	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	TECH WAVE INFOTECH PRIVATE LIMITED,8-2-120/120/A/15/2. NANDI NAGAR, ROAD NO 14, BANJARA HILLS, HYDERABAD	200000
2021	THOTA RAMBABU	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	TECH WAVE INFOTECH PRIVATE LIMITED,8-2-120/120/A/15/2. NANDI NAGAR, ROAD NO 14, BANJARA HILLS, HYDERABAD	200000
2021	YADALA CHAITANYA ARAVIND KUMAR	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	TECH WAVE INFOTECH PRIVATE LIMITED,8-2-120/120/A/15/2. NANDI NAGAR, ROAD NO 14, BANJARA HILLS, HYDERABAD	200000

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2021	CHALIKA LAVANYA	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	TECH WAVE INFOTECH PRIVATE LIMITED,8-2-120/120/A/15/2. NANDI NAGAR, ROAD NO 14, BANJARA HILLS, HYDERABAD	200000
2021	KANCHARLA MOUNIKA	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	TECH WAVE INFOTECH PRIVATE LIMITED,8-2-120/120/A/15/2. NANDI NAGAR, ROAD NO 14, BANJARA HILLS, HYDERABAD	200000
2021	PONNAMANENI SATISH KUMAR	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	TECH WAVE INFOTECH PRIVATE LIMITED,8-2-120/120/A/15/2. NANDI NAGAR, ROAD NO 14, BANJARA HILLS, HYDERABAD	200000
2021	PULIVARTHI PRIYA	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	TECH WAVE INFOTECH PRIVATE LIMITED,8-2-120/120/A/15/2. NANDI NAGAR, ROAD NO 14, BANJARA HILLS, HYDERABAD	200000
2021	TUMMALAPALLI RAMYA	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	TECH WAVE INFOTECH PRIVATE LIMITED,8-2-120/120/A/15/2. NANDI NAGAR, ROAD NO 14, BANJARA HILLS, HYDERABAD	200000
2021	Vijay mohan reddy CHILAKALA 8332959949	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000

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2021	CHOUDESWARARAO SINKA 9492636946	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	Poojitha Dendhukuri 8333864384	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	VENKATA PRADANNA KUMAR PURETI 9441193007	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	SINDHU KALLURU 7702578104	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	KIRAN KUMAR YERRA 9441430357	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	Mounika Rani UPPE 8985859974	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000

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2021	RAJESH YANDRAPATI 9177377587	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	Sree Vidya Gade 9121840873	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	Anupama Kattupalli 9494425914	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	Priyanka Nalamalapu 9492445895	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	K VENNELA	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	K PURNA CHANDRA RAO	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000

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2021	M GURAVA REDDY	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	O PRASANTH KUMAR	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	T PRAMOD	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	V BHANU PRAKASH REDDY	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	N RADHAKRISHNA	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	P RAGHU	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000

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2021	SK KARIMUNNISA	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	K G MAHENDRA	B TECH IN AGRICULTURAL ENGINEERING	2020-21	PLACECRAFT CONSULTANCY SERVICES, Ph no: 9841474171	324000
2021	Chandu Priya Burugu 9493966238	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	TRYLOGIC, PH NO:04-4007 9667	120000
2021	Sai Durga Ramisetti 7995641490	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	COARTHA, KK PLAZA, 4th floor, plot nop. 450 & 476, ayyapa society, madhapur, hyderabad	180000
2021	MANASA MANUKONDA 9490092751	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	BOURNTEC, Crop office, SA2 meiange towers, madhapur, hyderabad	450000
2021	Anuhya Katuri 9441438127	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	VEDANTU, Salapuriya softzone, vedanthu innovations pvt ltd 2nd floor, block B, green glen layout, bengaluru	300000

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2021	GOPI VEMURI 9441793844	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	Leela kishore Chiravarapu 7382966446	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	CHAITHANYA KUMAR P 9492151561	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	Navya Sri Kokkiligadda 8985757524	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	PRAVEEN HARI KRISHNA VEMULAPALLI 9490202726	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	SRAVANI TIPPAREDDY 7901047570	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400

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2021	DODDA NAVEEN	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	DUBBALA SURESH	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	NAGIREDDY NAVEEN	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	THOTA SASI KALA	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	YARRAKULA SRAVAN KUMAR	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	BEJJAM SONIYA	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400

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2021	YAGNAPAVITHRA MULUGU 7901468878	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	Lakshmi Prasanna Bollareddy 7901251236	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	BABY ADDAPALLI BABY 9492139490	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	Naveen Mukkara 9491124184	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	A POOJITHA	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	K TEJESWARI	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400

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2021	N SURENDRAPRASAD	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	P PARVATHI	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	R MOUNIKA	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	T THARUN	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	K MRUDALA	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	G ARAVIND	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400

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2021	D SRINU	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	M E C V SAGAR	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	K VENKATARAMAIAH	B TECH IN AGRICULTURAL ENGINEERING	2020-21	M.I.T.R.A AGRO EQUIPMENTS PRIVATE LIMITED,	467400
2021	NITHISHA BUDIPUTI 8500393895	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	M PHASIS, PH NO: +91 08067501000	325000
2021	SWATHI MUSUGU 9493011694	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	TCS, PH NO: +91 40 6667 2000	336877
2021	VENKATA SATYA KAMESWARI ARISETTI 9014481312	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	TCS, PH NO: +91 40 6667 2000	336877

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2021	Siva durga devi Eedibilli 9613335559	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	TCS, PH NO: +91 40 6667 2000	336877
2021	DIVYA YASAM 9490655167	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	TCS, PH NO: +91 40 6667 2000	336877
2021	SWATHI MUSUGU 9493011694	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	TCS, PH NO: +91 40 6667 2000	336877
2021	MAMATHA BIKUMALLA 8309357927	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	SAVANTIS, PH NO: 9550260066	220000
2021	SAMYUKTHA KAREM 91105738906281400000	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	SAVANTIS, PH NO: 9550260066	220000
2021	ANITHA CHAMAKURA 9493561411	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	SAVANTIS, PH NO: 9550260066	220000

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2021	SHABEENA vSHAIK 95509411768500600000	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	SAVANTIS, PH NO: 9550260066	220000
2021	VENKATESWARAMMA DUKKIPATI 8790754571	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	SAVANTIS, PH NO: 9550260066	220000
2021	SAIRAM KUMAR VADIGARLA 9948654478	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	SAVANTIS, PH NO: 9550260066	220000
2021	ANKAMMA VELPULA 9494273635	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	SAVANTIS, PH NO: 9550260066	220000
2021	K SRI HARI PRIYA	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	SAVANTIS, PH NO: 9550260066	220000
2021	Udaya sri Tadigadapa 9492935384	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	SAVANTIS, PH NO: 9550260066	220000

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2021	M SURESH	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	SAVANTIS, PH NO: 9550260066	220000
2021	T SRILEKHA	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	WIPRO, TEL: +91 (80) 2844 0012	350000
2021	SUREKHA SANAKKAYALA 9490185542	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	WIPRO, TEL: +91 (80) 2844 0012	350001
2021	SAMPATH SHODAGIRI 8985837833	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	INFOSYS, PH NO:8028520261	300000
2021	Pavani Nandam 9441018421	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	INFOSYS, PH NO:8028520261	300000
2021	Akhil Boya 7901471689	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	INFOSYS, PH NO:8028520261	300000

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2021	A USHA RANI	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	INFOSYS, PH NO:8028520261	300000
2021	VANAJA VEMURI 9491711461	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	SWAPNA MAREEDU 7382185099	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	NAGA DURGA GARIKI 9493116173	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	Asleem Shaik 9866526377	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	NAGA MADHAVI KASSE 7893504871	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000

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2021	A USHA RANI	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	INFOSYS, PH NO:8028520261	300000
2021	VANAJA VEMURI 9491711461	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	SWAPNA MAREEDU 7382185099	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	NAGA DURGA GARIKI 9493116173	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	Asleem Shaik 9866526377	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	NAGA MADHAVI KASSE 7893504871	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000

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2021	B SIVA VENKATA NAGA KALYANI	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	Mounika Gundam 7382193361	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	NAVYA UMMANENI 8985363695	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	Sravani Mukku 8500305799	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	KUMARI BANAVATHU 9492693877	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	Sriveni Banavathu 6305167442	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000

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2021	Priyanka Jonuboina 9493321997	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	AMRUTHA KOMARAGIRI 9494731179	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	SUSMITHA NAREDLA 9494413006	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	ANIL KUMAR GALI 7732027441	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	Vinodkumar Kare 8247084643	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	MOUNIKA MARUMUDI 9491545882	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000

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2021	SHYAM KOTI 8985445766	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	MANI KUMAR DAKARAPU 8096734620	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	MYNA MIRIYALA 9440598619	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	MEERABI SHAIK 9493914971	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	MEGHANA PANUGALLA 7901505887	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	Chismitha Kureti 9494835244	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000

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2021	HARICHANDANA PILLA 9494568867	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	Kavya KODI KAVYA 8121794507	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	Rajeswari Bandi 9391483547`	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	PUSHPA THERESA JELDI 9441652213	B TECH IN ELECTRICAL & ELECTRONICS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	Pranitha Nannapaneni 9704181978	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	Shaik Munni 7997246133	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000

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2021	Samarasimha Reddy Vajrala 8500014326	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	E VENKATA RUPA SRI	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	P NAVYA	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	N NAGARJUNA	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	RK INFO SYSTEMS, Phno: +91 40-40-42213539	300000
2021	Naga venkata rajesh Katta 7075986638	B TECH IN CIVIL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000
2021	bugatha revathi 9492274740	B TECH IN CIVIL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000

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2021	KRISHNA MURTHY Ede 8500489010	B TECH IN CIVIL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000
2021	Lakshmanaswamy Arja 9492945641	B TECH IN CIVIL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000
2021	SANDHYA RANI DEVATHATLA 7382789163	B TECH IN CIVIL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000
2021	PRAVEENBABU AMARTHALURI 9160962661	B TECH IN CIVIL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000
2021	BHASKAR REDDY PALLAPROLU 8801606286	B TECH IN CIVIL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000
2021	CHANDRA SEKHAR GELLI 7382864806	B TECH IN CIVIL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000

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2021	Manju bhargavi Chilaka 9492366065	B TECH IN CIVIL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000
2021	Pranay kumar Samudrala 9494125109	B TECH IN CIVIL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000
2021	Reddy Vydehi 9491222615	B TECH IN CIVIL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000
2021	PRASAD DURGA BASWANI 8790109015	B TECH IN MECHANICAL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000
2021	Sai triveni Tam tam 6305488988	B TECH IN CIVIL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000
2021	Basha Shiak Chand 9492911180	B TECH IN CIVIL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000

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2021	Tejanagaraju BOLAGANI 9494276628	B TECH IN CIVIL ENGINEERING	2020-21	GENIUS CONSULTANTS Ltd, PH NO: 044- 26448811 / 7186	156000
2021	MOUNIKA BUDDHA 9493042236	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	TECH MAHINDRA, no 527, 22nd, main road, sector 1,HSR layout banglore, karnataka 560102	310000
2021	JHANSI RAMANI KALAGA 9491337224	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	TECH MAHINDRA, no 527, 22nd, main road, sector 1,HSR layout banglore, karnataka 560102	310000
2021	HEMA VuNDEMODALU 70368 68636, 9491838599	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	SRI PAVAN BEZAWADA 9381973438	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	NAGA VENKATA SARALA MUTHYALA 9491163283	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000

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2021	SAMBASIVARAO KONDAPALLI 9182842238	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	MANIKANTA GUNDA 9494521765	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	Yashoda Pallavi Nandam 8985729758	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	Kandru Deepika 7794895344	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	SURESH DEVARASETTI 9441545131	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	Santhi priya Rallapati 7981933935	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000

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2021	Manoj Inkollu Manoj 9493412464	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	BHAVYA SREE ALLAM 9347841944	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	ROHINI TIPPA 9951588802	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	MANISHA KUNURI 7382604909	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	RAMA DEVI DORASALA 9182952839	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	Sai Vamsi Maganti 7901292977	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000

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2021	K. LAVANYAKATRU 8331921181	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	P ANUSHA	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	P SREE LATHA	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	P SAILAJA	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	T DARA VENDRA RAO	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	V PAVAN KUMAR	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000

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2021	B RAMYA	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	CH SRIKANTH	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	G APARNA	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	Bhaavani Kokkula 7901379796	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	RAMESH BASWANI 7901534473	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000
2021	Bhargavi Vangara 9063802749	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	PAYODSOFT DIGITAL, 33rd A cross rd, 4th block, jaya nagar, bengaluru karnataka, india - 560011	240000

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2021	BHAVYASRI BOLLA 8985443059	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	ADVAITHA SOLUTIONS, PH NO: 9030462969	150000
2021	GANTASALA DEEPTHI	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	ADVAITHA SOLUTIONS, PH NO: 9030462969	150000
2021	Naveen Kale 7337296378	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	HCL, PH NO: +91 120 6125000	275000
2021	K ANKITHA	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	INTELLIGRAPHICS,PH NO: 080 43778506	300000
2021	Deepika BALLA 7382738475	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	STRATAGILE MARKETING CONSULTANCY PVT LTD, PH NO: +91 484 2963670	120000
2021	Chandrika Gunturu 9492881722	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	MIRACLE SOFTWARE SYSTEMS, PH NO: 7989163643	214000

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2021	JYOTHSNA MUSUNURI 7993688012	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	M POCKET	450000
2021	Shahida Shaik 9493509076	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	ACCENTURE	450000
2021	K SRI HARI PRIYA	B TECH IN COMPUTER SCIENCE & ENGINEERING	2020-21	ACCENTURE	450000
2021	T SRILEKHA	B TECH IN ELECTRONICS & COMMUNICATIONS ENGINEERING	2020-21	ACCENTURE	450001
2021	CH.SAHANA	BACHELOR OF PHARMACY	2020-21	ECLAT, #H.NO.8-2-686/7/4/2, G-2, ROAD NO.12,banjara hills, khairatabad,hyderabad-500034, telangana	210000
2021	CH. ANITHA	BACHELOR OF PHARMACY	2020-21	ECLAT, #H.NO.8-2-686/7/4/2, G-2, ROAD NO.12,banjara hills, khairatabad,hyderabad-500034, telangana	210000

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2021	D. VIKRAM DAS	BACHELOR OF PHARMACY	2020-21	ECLAT, #H.NO.8-2-686/7/4/2, G-2, ROAD NO.12,banjara hills, khairatabad,hyderabad-500034, telangana	210000
2021	D.PALLAVI ROSE	BACHELOR OF PHARMACY	2020-21	ECLAT, #H.NO.8-2-686/7/4/2, G-2, ROAD NO.12,banjara hills, khairatabad,hyderabad-500034, telangana	210000
2021	G. PRIYANKA	BACHELOR OF PHARMACY	2020-21	ECLAT, #H.NO.8-2-686/7/4/2, G-2, ROAD NO.12,banjara hills, khairatabad,hyderabad-500034, telangana	210000
2021	V. PRATHIMA	BACHELOR OF PHARMACY	2020-21	ECLAT, #H.NO.8-2-686/7/4/2, G-2, ROAD NO.12,banjara hills, khairatabad,hyderabad-500034, telangana	210000
2021	V. REVATHI	BACHELOR OF PHARMACY	2020-21	ECLAT, #H.NO.8-2-686/7/4/2, G-2, ROAD NO.12,banjara hills, khairatabad,hyderabad-500034, telangana	210000
2021	V.SWAPNA	BACHELOR OF PHARMACY	2020-21	ECLAT, #H.NO.8-2-686/7/4/2, G-2, ROAD NO.12,banjara hills, khairatabad,hyderabad-500034, telangana	210000

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2021	V. NAREDRA AJAY	BACHELOR OF PHARMACY	2020-21	ECLAT, #H.NO.8-2-686/7/4/2, G-2, ROAD NO.12,banjara hills, khairatabad,hyderabad-500034, telangana	210000
2021	Y. PRIYANKA	BACHELOR OF PHARMACY	2020-21	ECLAT, #H.NO.8-2-686/7/4/2, G-2, ROAD NO.12,banjara hills, khairatabad,hyderabad-500034, telangana	210000
2021	K. PAVANI	BACHELOR OF PHARMACY	2020-21	ECLAT, #H.NO.8-2-686/7/4/2, G-2, ROAD NO.12,banjara hills, khairatabad,hyderabad-500034, telangana	210000
2021	K.GAYATHRI	BACHELOR OF PHARMACY	2020-21	ECLAT, #H.NO.8-2-686/7/4/2, G-2, ROAD NO.12,banjara hills, khairatabad,hyderabad-500034, telangana	210000
2021	K. SINDHU KUMAR	BACHELOR OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	192000
2021	K. MAMATHA	BACHELOR OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	192000

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2021	K. SAMBASIVA RAO	BACHELOR OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	192000
2021	M. RAMBABU	BACHELOR OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	192000
2021	P. JYOTHI	BACHELOR OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	192000
2021	Y. KALPANA	BACHELOR OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	192000
2021	Y. SANDHYA	BACHELOR OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	192000
2021	M. ANIL KUMAR	BACHELOR OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	192000

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2021	M. BHAVESH	BACHELOR OF PHARMACY	2020-21	SPY HEALTH, NO#701, 7th floor kukatpally,opp BJP office, hyderabad, telangana, india 500072	220000
2021	CH. SIREESHA	BACHELOR OF PHARMACY	2020-21	SPY HEALTH, NO#701, 7th floor kukatpally,opp BJP office, hyderabad, telangana, india 500072	220000
2021	D. HEPSIBA	BACHELOR OF PHARMACY	2020-21	SPY HEALTH, NO#701, 7th floor kukatpally,opp BJP office, hyderabad, telangana, india 500072	220000
2021	G. MOSES	BACHELOR OF PHARMACY	2020-21	SPY HEALTH, NO#701, 7th floor kukatpally,opp BJP office, hyderabad, telangana, india 500072	220000
2021	J. RAMA RAO	BACHELOR OF PHARMACY	2020-21	SPY HEALTH, NO#701, 7th floor kukatpally,opp BJP office, hyderabad, telangana, india 500072	220000
2021	K. MOUNICA RAJEENI	BACHELOR OF PHARMACY	2020-21	SPY HEALTH, NO#701, 7th floor kukatpally,opp BJP office, hyderabad, telangana, india 500072	220000

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2021	L. PRASANNA LAKSHMI	BACHELOR OF PHARMACY	2020-21	SPY HEALTH, NO#701, 7th floor kukatpally,opp BJP office, hyderabad, telangana, india 500072	220000
2021	M. DURGA PRASANNA	BACHELOR OF PHARMACY	2020-21	SPY HEALTH, NO#701, 7th floor kukatpally,opp BJP office, hyderabad, telangana, india 500072	220000
2021	M. RAJ KUMAR	BACHELOR OF PHARMACY	2020-21	SPY HEALTH, NO#701, 7th floor kukatpally,opp BJP office, hyderabad, telangana, india 500072	220000
2021	M.SRAVANI	BACHELOR OF PHARMACY	2020-21	SPY HEALTH, NO#701, 7th floor kukatpally,opp BJP office, hyderabad, telangana, india 500072	220000
2021	M. TEJA	BACHELOR OF PHARMACY	2020-21	SPY HEALTH, NO#701, 7th floor kukatpally,opp BJP office, hyderabad, telangana, india 500072	220000
2021	S. SRIDEVI	BACHELOR OF PHARMACY	2020-21	SPY HEALTH, NO#701, 7th floor kukatpally,opp BJP office, hyderabad, telangana, india 500072	220000

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2021	V. ANITHA	BACHELOR OF PHARMACY	2020-21	SPY HEALTH, NO#701, 7th floor kukatpally,opp BJP office, hyderabad, telangana, india 500072	220000
2021	V. SAILAJA	BACHELOR OF PHARMACY	2020-21	SPY HEALTH, NO#701, 7th floor kukatpally,opp BJP office, hyderabad, telangana, india 500072	220000
2021	A. SOWMYA SRI	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	CHOKKA SIRISHA	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	G. PRIYA	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	G. SUDHEER KUMAR	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462

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2021	G. ANUSHA	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	J. ARUNA	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	K. DIVYA	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	K. ASHA RAJENI	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	K. RATNA SRI	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	M. HARIKA DEVI	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462

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2021	M. VINOD	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	N. NAGA SUNITHA	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	N. BHAVYA SRI	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	P. SRILATHA	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	P. SESHU KUMARI	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	P.SEKHAR	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462

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2021	ROHIT GUPTA	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	S. YAMINI	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	T. SRI HARIKA	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	V. YUVARAJ	BACHELOR OF PHARMACY	2020-21	GENESYS, CORPORATE OFFICE, 4th floor, bhaskar plaza,road no. 1,banjara hills, hyderabad 500034	213462
2021	CH JHANSI	BACHELOR OF PHARMACY	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40002	286250
2021	J MAHESH BABU	BACHELOR OF PHARMACY	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40003	286250

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2021	K PAVANI	BACHELOR OF PHARMACY	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40004	286250
2021	M KUSUMA BHAVANI	BACHELOR OF PHARMACY	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40005	286250
2021	P ALEXANDER	BACHELOR OF PHARMACY	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40006	286250
2021	S RAJA	BACHELOR OF PHARMACY	2020-21	RELIANCE, 3rd floor, court house, lokamanya tilak marg, dhobi,talao, mumbai - 40007	286250
2021	ADIMELLI SUMATHI	MASTER OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	432000
2021	BOLLA NAGESWARA RAO	MASTER OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	432000

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2021	KANITHI SOWJANYA	MASTER OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	432000
2021	PRATHIPATHI BHARGAVI	MASTER OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	432000
2021	UIKA MAHESWARI	MASTER OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	432000
2021	DOMA DIVYA KUMARI	MASTER OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	432000
2021	KOPPANATHI SAHAJA	MASTER OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	432000
2021	PASUPULETI RAMYA	MASTER OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	432000

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2021	POTLAPALLI RAJESH	MASTER OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	432000
2021	INTI SANDHYARANI	MASTER OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	432000
2021	KATIKALA SRAVANTHI	MASTER OF PHARMACY	2020-21	DIVI'S, ph no: 08922 248917/927	432000
2021	ANNAVARAPU GAYATRI	MASTER OF PHARMACY	2020-21	ZANEY PHARMA PVT LTD, ph no: 040 - 47087362	336000
2021	DOMATHOTI MARIYAMMA	MASTER OF PHARMACY	2020-21	ZANEY PHARMA PVT LTD, ph no: 040 - 47087362	336000
2021	GODDALLA LAVANYA	MASTER OF PHARMACY	2020-21	ZANEY PHARMA PVT LTD, ph no: 040 - 47087362	336000

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2021	KURETI NADHASRI	MASTER OF PHARMACY	2020-21	ZANEY PHARMA PVT LTD, ph no: 040 - 47087362	336000
2021	VALVAPURAPU PRASANNA KUMARI	MASTER OF PHARMACY	2020-21	ZANEY PHARMA PVT LTD, ph no: 040 - 47087362	336000
2021	KUNDURU JANARDHANREDDY	MASTER OF PHARMACY	2020-21	ZANEY PHARMA PVT LTD, ph no: 040 - 47087362	336000
2021	KONDIBOINA SAMYUKTHA	MASTER OF PHARMACY	2020-21	ZANEY PHARMA PVT LTD, ph no: 040 - 47087362	336000
2021	VEMIREDDY VAMSI REDDY	MASTER OF PHARMACY	2020-21	ZANEY PHARMA PVT LTD, ph no: 040 - 47087362	336000
2021	POLAREDDY RAJASEKHAR REDDY	MASTER OF PHARMACY	2020-21	ZANEY PHARMA PVT LTD, ph no: 040 - 47087362	336000

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2021	CHODAVARAPU BHAGYA LAKSHMI	MASTER OF PHARMACY	2020-21	ZANEY PHARMA PVT LTD, ph no: 040 - 47087362	336000
2021	DOPPALA SRAVANI	MASTER OF TECHNOLOGY	2020-21	SONATA SOFTWARE SOLUTIONS LTD	356774
2021	DUDEM RENUKA PRIYA	MASTER OF TECHNOLOGY	2020-21	SONATA SOFTWARE SOLUTIONS LTD	356774
2021	SEELAM NAGAMOUNIKA	MASTER OF TECHNOLOGY	2020-21	SONATA SOFTWARE SOLUTIONS LTD	356774
2021	G HARI KISHAN	MASTER OF TECHNOLOGY	2020-21	SONATA SOFTWARE SOLUTIONS LTD	356774
2021	BOMMU LAVANYA	MASTER OF TECHNOLOGY	2020-21	SONATA SOFTWARE SOLUTIONS LTD	356774

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2021	MANELLI KUSUMA	MASTER OF TECHNOLOGY	2020-21	SONATA SOFTWARE SOLUTIONS LTD	356774
2021	SOMESETTY NAGAMANI	MASTER OF TECHNOLOGY	2020-21	SONATA SOFTWARE SOLUTIONS LTD	356774
2021	USHA KUMARI DESIRAJU	MASTER OF TECHNOLOGY	2020-21	SONATA SOFTWARE SOLUTIONS LTD	356774
2021	VADDAPALLI ANANTHA NAGA DURGA PRASAD	MASTER OF TECHNOLOGY	2020-21	SONATA SOFTWARE SOLUTIONS LTD	356774
2021	KUNTAM BABURAO	MASTER OF TECHNOLOGY	2020-21	SONATA SOFTWARE SOLUTIONS LTD	356774
2021	LANKA SARALA	MASTER OF TECHNOLOGY	2020-21	HLF SERVICES	274482

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2021	BHUKYA MOHAN	MASTER OF TECHNOLOGY	2020-21	HLF SERVICES	274482
2021	GUNDE SASIKALA	MASTER OF TECHNOLOGY	2020-21	HLF SERVICES	274482
2021	N LAXMAIAH	MASTER OF TECHNOLOGY	2020-21	HLF SERVICES	274482
2021	VSR KRISHNA PRASAD	MASTER OF TECHNOLOGY	2020-21	HLF SERVICES	274483
2021	VEMULA SIRISHA	MASTER OF TECHNOLOGY	2020-21	HLF SERVICES	274482
2021	G UMA PRASANNA	MASTER OF TECHNOLOGY	2020-21	PEOPLE TECH, 040 41239999	340000

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2021	NATTA ASHA JYOTHI	MASTER OF TECHNOLOGY	2020-21	PEOPLE TECH, 040 41240000	340000
2021	TANANKI PREMA KUMAR	MASTER OF TECHNOLOGY	2020-21	PEOPLE TECH, 040 41240001	340000
2021	JOGI MOHAN KRISHNA	MASTER OF TECHNOLOGY	2020-21	PEOPLE TECH, 040 41240002	340000
2021	LAKKEPOGU SHINY	MASTER OF TECHNOLOGY	2020-21	PEOPLE TECH, 040 41240003	340000
2021	TULIMALLI SUDHEER	MASTER OF TECHNOLOGY	2020-21	PEOPLE TECH, 040 41240004	340000
2021	MANUKONDA RAJANI	MASTER OF TECHNOLOGY	2020-21	PEOPLE TECH, 040 41240005	340000

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2021	PAMULAPATI SIREESHA	MASTER OF TECHNOLOGY	2020-21	PEOPLE TECH, 040 41240006	340000
2021	KADE ABHINAV	MASTER OF TECHNOLOGY	2020-21	PEOPLE TECH, 040 41240007	340000
2021	GONEPALLI RAJESH	MASTER OF TECHNOLOGY	2020-21	PEOPLE TECH, 040 41240008	340000
2021	K NAGA DURGA 7095377133	MASTER OF BUSINESS ADMINISTRATION	2020-21	PAYTM, T: +91 120 4770770	396000
2021	KALLEM SANDHYA 8331833251	MASTER OF BUSINESS ADMINISTRATION	2020-21	PAYTM, T: +91 120 4770770	396000
2021	KANUMURI ANJALI 9676123249	MASTER OF BUSINESS ADMINISTRATION	2020-21	PAYTM, T: +91 120 4770770	396000

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2021	KUVVARAPU VINITH 9966511645	MASTER OF BUSINESS ADMINISTRATION	2020-21	PAYTM, T: +91 120 4770770	396000
2021	LADDIKA DURGA PRASAD 9885151951	MASTER OF BUSINESS ADMINISTRATION	2020-21	PAYTM, T: +91 120 4770770	396000
2021	MEDISETTI DEEPIKA 9346559408	MASTER OF BUSINESS ADMINISTRATION	2020-21	PAYTM, T: +91 120 4770770	396000
2021	MUNAGALA HARSHINI 9492524445	MASTER OF BUSINESS ADMINISTRATION	2020-21	PAYTM, T: +91 120 4770770	396000
2021	NETHI LEKESH REDDY 8333851017	MASTER OF BUSINESS ADMINISTRATION	2020-21	PAYTM, T: +91 120 4770770	396000
2021	PABBISETTI DEVI PRIYANKA 8500669283	MASTER OF BUSINESS ADMINISTRATION	2020-21	PAYTM, T: +91 120 4770770	396000

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2021	SONGA TEJASWI 8686160100	MASTER OF BUSINESS ADMINISTRATION	2020-21	PAYTM, T: +91 120 4770770	396000
2021	THOTAPALLI SAI CHANDRIKA 9121952259	MASTER OF BUSINESS ADMINISTRATION	2020-21	PAYTM, T: +91 120 4770770	396000
2021	VALLURI SUBRAHMANYAM 7097079682	MASTER OF BUSINESS ADMINISTRATION	2020-21	PAYTM, T: +91 120 4770770	396000
2021	VINUKONDA AMULYA 8121710294	MASTER OF BUSINESS ADMINISTRATION	2020-21	PAYTM, T: +91 120 4770770	396000
2021	BURLAGADDA NAGASUNANDA 8331965945	MASTER OF BUSINESS ADMINISTRATION	2020-21	FIRST SOURCE	197772
2021	BADITA SOWJANYA 9490719664	MASTER OF BUSINESS ADMINISTRATION	2020-21	FIRST SOURCE	197772

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2021	CHODADASI RAMESH BABU 8885260430	MASTER OF BUSINESS ADMINISTRATION	2020-21	FIRST SOURCE	197772
2021	DANKARI DURGA RAO 9493820910	MASTER OF BUSINESS ADMINISTRATION	2020-21	FIRST SOURCE	197772
2021	GULUGULURI THIRUPATHI REDDY 9010263516	MASTER OF BUSINESS ADMINISTRATION	2020-21	FIRST SOURCE	197772
2021	KAMBHAM VIJAY BABU 8448768849	MASTER OF BUSINESS ADMINISTRATION	2020-21	FIRST SOURCE	197772
2021	KOTHAMASU VENKATA JASWANTH SAI 7036988948	MASTER OF BUSINESS ADMINISTRATION	2020-21	FIRST SOURCE	197772
2021	MODUGUMUDI JHANSI RANI 8297508057	MASTER OF BUSINESS ADMINISTRATION	2020-21	FIRST SOURCE	197772

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2021	NALLABOYINA USHA MADHAVI 9848853390	MASTER OF BUSINESS ADMINISTRATION	2020-21	FIRST SOURCE	197772
2021	RACHAMALLA HEMANTHA REDDY 9603821325	MASTER OF BUSINESS ADMINISTRATION	2020-21	FIRST SOURCE	197772
2021	A LAKSHMI PRASANNA 9246040328	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000
2021	BANDI NEELI GAGAN 9381718686	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000
2021	BIJINEPALLI TRINADH V D H PRASAD 8309143401	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000
2021	CHINTHA BINDU 9603821325	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000

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2021	DESIREDDY ATMA REDDY 8500060662	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000
2021	G SHIVA ROOPESH KUMAR 9494892733	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000
2021	GOLLA VENKATESWARA RAO 8247555473	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000
2021	KATTIBOINA RAMAKRISHNA 8977881416	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000
2021	KOLLATI MOUNIKA 9515599181	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000
2021	M SHANMUKHA SAI 7981437401	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000

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2021	MOTAMARRI DEEPIKA 8096617148	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000
2021	NUNNA RAMYA 9963225538	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000
2021	PAGIDIPALLI SUKANYA 8008375782	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000
2021	SHAIK FAROOQ 8019286258	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000
2021	TAMMISETTI BHAVANI 8712208003	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000
2021	UTHANNAGARI KRISHNA REDDY 9640627679	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000

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2021	YEMMALA JAGADISH KUMAR 7036659329	MASTER OF BUSINESS ADMINISTRATION	2020-21	AMADIS, ppanj main road vanagar & chennai	231000

Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
2021	CHEETI SIREESHA	BACHELOR OF PHARMACY	2020-21	VIKAS GROUP OF INSTITUTIONS	MASTER OF PHARMACY IN PHARMACEUTICS
2021	DEVULURI HEPSIBA	BACHELOR OF PHARMACY	2020-21	VIKAS GROUP OF INSTITUTIONS	MASTER OF PHARMACY IN PHARMACEUTICS

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2021	PAGADAM SRILATHA	BACHELOR OF PHARMACY	2020-21	VIKAS GROUP OF INSTITUTIONS	MASTER OF PHARMACY IN PHARMACEUTICS
2021	SALE AMARESWARI	BACHELOR OF PHARMACY	2020-21	VIKAS GROUP OF INSTITUTIONS	MASTER OF PHARMACY IN PHARMACEUTICS
2021	GORREMUTCHU SUDHEERKUMAR	BACHELOR OF PHARMACY	2020-21	VIKAS GROUP OF INSTITUTIONS	MASTER OF PHARMACY IN PHARMACY PRACTICE
2021	SINGALURI RAJA	BACHELOR OF PHARMACY	2020-21	VIKAS GROUP OF INSTITUTIONS	MASTER OF PHARMACY IN PHARMACEUTICAL ANALYSIS
2021	AVIRNENI SOWMYA SRI	BACHELOR OF PHARMACY	2020-21	VIKAS GROUP OF INSTITUTIONS	MASTER OF PHARMACY IN PHARMACY PRACTICE
2021	GETHAM MOSES	BACHELOR OF PHARMACY	2020-21	VIKAS GROUP OF INSTITUTIONS	MASTER OF PHARMACY IN PHARMACY PRACTICE

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2021	NASISETTI BHAVYA SRI	BACHELOR OF PHARMACY	2020-21	VIKAS GROUP OF INSTITUTIONS	MASTER OF PHARMACY IN PHARMACY PRACTICE
2021	ROHIT GUPTA	BACHELOR OF PHARMACY	2020-21	VIKAS GROUP OF INSTITUTIONS	MASTER OF PHARMACY INPHARMACY PRACTICE
2021	DASARI VIKRAM DAS	BACHELOR OF PHARMACY	2020-21	VIKAS GROUP OF INSTITUTIONS	MASTER OF PHARMACY IN PHARMACY PRACTICE
2021	CHOKKA SIRISHA	BACHELOR OF PHARMACY	2020-21	VIKAS GROUP OF INSTITUTIONS	MASTER OF PHARMACY IN PHARMACY PRACTICE
2021	PADILAM NAGA RAJU	BACHELOR OF PHARMACY	2020-21	VIKAS GROUP OF INSTITUTIONS	MASTER OF PHARMACY IN PHARMACY PRACTICE

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PAYSLIP FEB 2022

ACUVATE SOFTWARE PRIVATE LIMITED

PLOT NO-1000,GURUKUL SOCIETY, KHANAMET, MADHAPUR
HYDERABAD TELANGANA 500081

acuvate
...where Acumen drives Innovation

Yallamalli Ahalya

Employee Number	Date Joined	Department	Designation
ACUVA1380	01 Dec 2021	Training	Software Engineer - Trainee
Payment Mode	**Bank**	**Bank IFSC**	**Bank Account**
Bank Transfer	Andhara Bank	ANDB0001626	162610100098701
PAN	**UAN**	**PF Number**	
HAPPM6769C	101770185766	APHYD00597670000011215	

SALARY DETAILS

ACTUAL PAYABLE DAYS	TOTAL WORKING DAYS	LOSS OF PAY DAYS	DAYS PAYABLE
28.0	28.0	0.0	28

EARNINGS		CONTRIBUTIONS	
Basic	6,144.00	PF Employee	1,800.00
HRA	2,581.00	ESI Employee	133.00
Special Allowance	9,340.00	**Total Contributions (B)**	1,933.00
Total Earnings (A)	18,065.00	**TAXES & DEDUCTIONS**	
		Professional Tax	150.00
		Total Deductions (C)	150.00

Net Salary Payable (A - B - C) 15,982
Net Salary in words **Fifteen Thousand Nine Hundred and Eighty Two only**

****Note :** *All amounts displayed in this payslip are in INR*

*This is computer generated statement, does not require signature.

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D&C
ESTIMATE

03 Feb 2021

Dear B NAGALAKSHMI,

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**),

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
(c) comply with all reasonable and lawful directions issued to you by the Company and applicable legislative and regulatory standards;
(d) comply with the Company's policies and procedures (though the policies and procedures are will not be incorporated as a term of this Contract). You understand that failure to do

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

You must not misuse the property or services of D&C Estimate or any related body corporate of D&C Estimate (Related Entity) or allow such misuse by other persons. As soon as practicable upon becoming aware, you must inform D&C Estimate of any act of dishonesty pertaining to the business, property or transactions of D&C Estimate or of any Related Entity on the part of any person.

During your employment, you must not undertake other employment or engagement without the prior written approval of D&C Estimate.

You are required to comply with the workplace policies, procedures and rules of D&C Estimate as implemented and as amended from time to time (Policies). However, the Policies are not incorporated into this Agreement and do not form part of the terms and conditions of your employment. A failure to comply with the Policies may lead to disciplinary action, up to and including termination of employment.

4. ENTIRE AGREEMENT

This Agreement (including the Schedule) embodies the entire agreement between you and D&C Estimate regarding the terms and conditions of your employment and supersedes all previous agreements, understandings, and negotiations in any form. Any legislation, industrial award, order, or registered agreement that applies to your employment will not form part of this Agreement.

5. CONTINUATION OF TERMS

This Agreement will terminate on termination of your employment, but this clause and clauses 20 (confidentiality), 21 (intellectual property), and 22 (restraint), (including the corresponding items in the Schedule) will survive and remain in full force and effect and binding on you.

6. GOVERNING LAW AND JURISDICTION

This Agreement is governed by the laws in force in the State in which you predominantly work. Each party irrevocably and unconditionally submits to the non-exclusive jurisdiction of the courts of the relevant State and any courts having jurisdiction to hear appeals from those courts.

7. ACCEPTANCE

Please confirm your acceptance of this Contract by initialling each page, signing and dating this letter in the space provided below and returning to chander@dandcestimating.com.au

If you have any questions or concerns about this Contract or in relation to your employment generally please speak with **Chander Nijhawan.**

Yours sincerely,
D&C Estimate Pty Ltd

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VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

D&C
ESTIMATE

03 Feb 2021

Dear **B APPALA NAIDU,**

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**),

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
(c) comply with all reasonable and lawful directions issued to you by the Company and applicable legislative and regulatory standards;
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If you have any questions or concerns about this Contract or in relation to your employment generally please speak with **Chander Nijhawan.**

Yours sincerely,

D&C Estimate Pty Ltd

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PRINCIPAL/DIRECTOR
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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

D&C
ESTIMATE

03 Feb 2021

Dear **G KIREETI,**

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**).

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
(c) comply with all reasonable and lawful directions issued to you by the Company and applicable legislative and regulatory standards;
(d) comply with the Company's policies and procedures (though the policies and procedures are will not be incorporated as a term of this Contract). You understand that failure to do

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Vijayawada Rural, NTR Dist., A.P

D&C
ESTIMATE

03 Feb 2021

Dear T DILEEP KUMAR,

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**),

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
(c) comply with all reasonable and lawful directions issued to you by the Company and applicable legislative and regulatory standards;
(d) comply with the Company's policies and procedures (though the policies and procedures are will not be incorporated as a term of this Contract). You understand that failure to do

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During your employment, you must not undertake other employment or engagement without the prior written approval of D&C Estimate.

You are required to comply with the workplace policies, procedures and rules of D&C Estimate as implemented and as amended from time to time (Policies). However, the Policies are not incorporated into this Agreement and do not form part of the terms and conditions of your employment. A failure to comply with the Policies may lead to disciplinary action, up to and including termination of employment.

4. ENTIRE AGREEMENT

This Agreement (including the Schedule) embodies the entire agreement between you and D&C Estimate regarding the terms and conditions of your employment and supersedes all previous agreements, understandings, and negotiations in any form. Any legislation, industrial award, order, or registered agreement that applies to your employment will not form part of this Agreement.

5. CONTINUATION OF TERMS

This Agreement will terminate on termination of your employment, but this clause and clauses 20 (confidentiality), 21 (intellectual property), and 22 (restraint), (including the corresponding items in the Schedule) will survive and remain in full force and effect and binding on you.

6. GOVERNING LAW AND JURISDICTION

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7. ACCEPTANCE

Please confirm your acceptance of this Contract by initialling each page, signing and dating this letter in the space provided below and returning to chander@dandcestimating.com.au

If you have any questions or concerns about this Contract or in relation to your employment generally please speak with **Chander Nijhawan.**

Yours sincerely,

D&C Estimate Pty Ltd

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PRINCIPAL/DIRECTOR
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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

D&C
ESTIMATE

03 Feb 2021

Dear S SARAN KUMAR,

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**),

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
(c) comply with all reasonable and lawful directions issued to you by the Company and applicable legislative and regulatory standards;
(d) comply with the Company's policies and procedures (though the policies and procedures are will not be incorporated as a term of this Contract). You understand that failure to do

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7. ACCEPTANCE

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If you have any questions or concerns about this Contract or in relation to your employment generally please speak with **Chander Nijhawan.**

Yours sincerely,
D&C Estimate Pty Ltd

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VIKAS GROUP OF INSTITUTIONS
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Vijayawada Rural, NTR Dist., A.P

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

D&C
ESTIMATE

03 Feb 2021

Dear **G TIRUMALA**,

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**).

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
(c) comply with all reasonable and lawful directions issued to you by the Company and applicable legislative and regulatory standards;
(d) comply with the Company's policies and procedures (though the policies and procedures are will not be incorporated as a term of this Contract). You understand that failure to do

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5. CONTINUATION OF TERMS

This Agreement will terminate on termination of your employment, but this clause and clauses 20 (confidentiality), 21 (intellectual property), and 22 (restraint), (including the corresponding items in the Schedule) will survive and remain in full force and effect and binding on you.

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7. ACCEPTANCE

Please confirm your acceptance of this Contract by initialling each page, signing and dating this letter in the space provided below and returning to chander@dandcestimating.com.au

If you have any questions or concerns about this Contract or in relation to your employment generally please speak with **Chander Nijhawan.**

Yours sincerely,
D&C Estimate Pty Ltd

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

D&C
ESTIMATE

03 Feb 2021

Dear **G DURGASAI,**

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**),

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
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Yours sincerely,
D&C Estimate Pty Ltd

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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

D&C
ESTIMATE

03 Feb 2021

Dear **KURAKULA GOPI,**

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**),

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
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Yours sincerely,

D&C Estimate Pty Ltd

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NUNNA - 521 212
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Datainfosoft
The complete Voice & Non Voice Process

Nali Venkata Ravi

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

The position we are offering you is that of XML/APDF Tagging Executive at a monthly salary of 8000 with a monthly cost to company. Your working hours will be from 9:00 AM to 6:00 PM, Monday to Saturday working.

Benefits for the position include: If you good performance after Three months I increase the Salary, Target Bases

We would like you to start work on 03/12/2021 at 9:00 AM. Please report to P. Ramu, for documentation and orientation

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

Sincerely,

P.RAM
U MD
DATAINFOSOFT

Signature:
For DATAINFOSOFT
Name: Ram
Title: MD
PROPRIETOR

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
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Vijayawada Rural, NTR Dist., A.P.

Datainfosoft
The complete Voice & Non Voice Process

K.NAGA MADHAVI

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The position we are offering you is that of XML/APDF.Tagging Executive at a monthly salary of 8000 with a monthly cost to company. Your working hours will be from 9:00 AM to 6:00 PM, Monday to Saturday working.

Benefits for the position include: If you good performance after Three months I increase the Salary, Target Bases

We would like you to start work on 03/12/2021 at 9:00 AM. Please report to P. Ramu, for documentation and orientation

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

Sincerely,

P.RAMU
MD
DATAINFOSOFT

Signature:
For DATAINFOSOFT
Name: Ram
Title: MD
PROPRIETOR

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Ref: HR/JAN/21/A2/62111138/60434256/100154328

Date: 04 January, 2021

Dear Mr. N V JAGADEESWARA ANKAL

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DM BOH** in **Management Technician – A2 grade** in our business on the following terms and conditions:

1. **PLACE OF POSTING:**

Your initial posting will be at **Nellore, Andhra Pradesh.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 30 April, 2021.

2. **COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

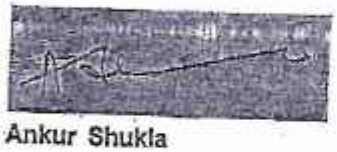
The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited



Ankur Shukla

Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist. A.P.

Reliance RETAIL

Ref: HR/JAN/21/A2/62111138/60434256/1001543241

Date: 04 January, 2021

Dear Mr. U NAVEEN

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as DM BOH in Management Technician – A2 grade in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at Nellore, Andhra Pradesh.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 30 April, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

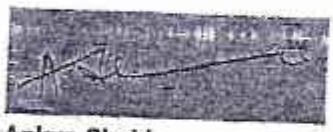
The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited



Ankur Shukla

Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P

You must not misuse the property or services of D&C Estimate or any related body corporate of D&C Estimate (Related Entity) or allow such misuse by other persons. As soon as practicable upon becoming aware, you must inform D&C Estimate of any act of dishonesty pertaining to the business, property or transactions of D&C Estimate or of any Related Entity on the part of any person.

During your employment, you must not undertake other employment or engagement without the prior written approval of D&C Estimate.

You are required to comply with the workplace policies, procedures and rules of D&C Estimate as implemented and as amended from time to time (Policies). However, the Policies are not incorporated into this Agreement and do not form part of the terms and conditions of your employment. A failure to comply with the Policies may lead to disciplinary action, up to and including termination of employment.

4. ENTIRE AGREEMENT

This Agreement (including the Schedule) embodies the entire agreement between you and D&C Estimate regarding the terms and conditions of your employment and supersedes all previous agreements, understandings, and negotiations in any form. Any legislation, industrial award, order, or registered agreement that applies to your employment will not form part of this Agreement.

5. CONTINUATION OF TERMS

This Agreement will terminate on termination of your employment, but this clause and clauses 20 (confidentiality), 21 (intellectual property), and 22 (restraint), (including the corresponding items in the Schedule) will survive and remain in full force and effect and binding on you.

6. GOVERNING LAW AND JURISDICTION

This Agreement is governed by the laws in force in the State in which you predominantly work. Each party irrevocably and unconditionally submits to the non-exclusive jurisdiction of the courts of the relevant State and any courts having jurisdiction to hear appeals from those courts.

7. ACCEPTANCE

Please confirm your acceptance of this Contract by initialling each page, signing and dating this letter in the space provided below and returning to chander@dandcestimating.com.au

If you have any questions or concerns about this Contract or in relation to your employment generally please speak with **Chander Nijhawan.**

Yours sincerely,

D&C Estimate Pty Ltd

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

D&C
ESTIMATE

03 Feb 2021

Dear D KALYANI,

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**),

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
(c) comply with all reasonable and lawful directions issued to you by the Company and applicable legislative and regulatory standards;
(d) comply with the Company's policies and procedures (though the policies and procedures are will not be incorporated as a term of this Contract). You understand that failure to do

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

You must not misuse the property or services of D&C Estimate or any related body corporate of D&C Estimate (Related Entity) or allow such misuse by other persons. As soon as practicable upon becoming aware, you must inform D&C Estimate of any act of dishonesty pertaining to the business, property or transactions of D&C Estimate or of any Related Entity on the part of any person.

During your employment, you must not undertake other employment or engagement without the prior written approval of D&C Estimate.

You are required to comply with the workplace policies, procedures and rules of D&C Estimate as implemented and as amended from time to time (Policies). However, the Policies are not incorporated into this Agreement and do not form part of the terms and conditions of your employment. A failure to comply with the Policies may lead to disciplinary action, up to and including termination of employment.

4. ENTIRE AGREEMENT

This Agreement (including the Schedule) embodies the entire agreement between you and D&C Estimate regarding the terms and conditions of your employment and supersedes all previous agreements, understandings, and negotiations in any form. Any legislation, industrial award, order, or registered agreement that applies to your employment will not form part of this Agreement.

5. CONTINUATION OF TERMS

This Agreement will terminate on termination of your employment, but this clause and clauses 20 (confidentiality), 21 (intellectual property), and 22 (restraint), (including the corresponding items in the Schedule) will survive and remain in full force and effect and binding on you.

6. GOVERNING LAW AND JURISDICTION

This Agreement is governed by the laws in force in the State in which you predominantly work. Each party irrevocably and unconditionally submits to the non-exclusive jurisdiction of the courts of the relevant State and any courts having jurisdiction to hear appeals from those courts.

7. ACCEPTANCE

Please confirm your acceptance of this Contract by initialling each page, signing and dating this letter in the space provided below and returning to chander@dandcestimating.com.au

If you have any questions or concerns about this Contract or in relation to your employment generally please speak with **Chander Nijhawan.**

Yours sincerely,

D&C Estimate Pty Ltd

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUH - 121 212

D&C
ESTIMATE

03 Feb 2021

Dear D VAMSI SRI ,

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**),

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
(c) comply with all reasonable and lawful directions issued to you by the Company and applicable legislative and regulatory standards;
(d) comply with the Company's policies and procedures (though the policies and procedures are will not be incorporated as a term of this Contract). You understand that failure to do

Training & Placement Officer
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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

D&C
ESTIMATE

03 Feb 2021

Dear P JOHNKIRAN ,

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**),

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
(c) comply with all reasonable and lawful directions issued to you by the Company and applicable legislative and regulatory standards;
(d) comply with the Company's policies and procedures (though the policies and procedures are will not be incorporated as a term of this Contract). You understand that failure to do

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

D&C
ESTIMATE

03 Feb 2021

Dear B SIVESH,

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**),

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
(c) comply with all reasonable and lawful directions issued to you by the Company and applicable legislative and regulatory standards;
(d) comply with the Company's policies and procedures (though the policies and procedures are will not be incorporated as a term of this Contract). You understand that failure to do

Training & Placement Officer
Department of Training & Placement
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VIKAS GROUP OF INSTITUTIONS
NUZNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

D&C
ESTIMATE

03 Feb 2021

Dear D ANIL KUMAR,

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**),

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
(c) comply with all reasonable and lawful directions issued to you by the Company and applicable legislative and regulatory standards;
(d) comply with the Company's policies and procedures (though the policies and procedures are will not be incorporated as a term of this Contract). You understand that failure to do

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUZENA - 521 212
Vijayawada Rural, NTR Dist., A.P.

D&C
ESTIMATE

03 Feb 2021

Dear P SRINIVASULU,

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**),

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
(c) comply with all reasonable and lawful directions issued to you by the Company and applicable legislative and regulatory standards;
(d) comply with the Company's policies and procedures (though the policies and procedures are will not be incorporated as a term of this Contract). You understand that failure to do

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUZVID - 521 212
Vijayawada Rural, NTR Dist., A.P.

D&C
ESTIMATE

03 Feb 2021

Dear M PRASANTH KUMAR,

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**),

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
(c) comply with all reasonable and lawful directions issued to you by the Company and applicable legislative and regulatory standards;
(d) comply with the Company's policies and procedures (though the policies and procedures are will not be incorporated as a term of this Contract). You understand that failure to do

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUZIVEEDU - 521 212
Vijayawada Rural, NTR Dist., A.P.

D&C
ESTIMATE

03 Feb 2021

Dear K SOWJANYA,

LETTER OF OFFER

On behalf of D&C Estimate Pty Ltd (**Company**), we are pleased to offer you, employment on the terms and conditions set out in this letter (**Contract**).

In accepting this offer, you agree that your employment with the Company will be governed by the terms contained in this letter (**Contract**),

1. COMMENCEMENT DATE

This contract takes effective from 19 March 2021 as set out in Schedule A and supersedes and replaces all other contracts or agreements.

2. POSITION

You will be employed to perform the position of Graduate Estimator asset out at Schedule A (**Position**).

3. DUTIES

You are required to perform the duties set out in the Position Description at Schedule B andsuch other duties that may reasonably be assigned to you from time to time. You agree to:

(a) perform your duties faithfully, diligently and in the interests of the Company;
(b) devote such of your time, attention and skill as required for the proper performance of the Duties;
(c) comply with all reasonable and lawful directions issued to you by the Company and applicable legislative and regulatory standards;
(d) comply with the Company's policies and procedures (though the policies and procedures are will not be incorporated as a term of this Contract). You understand that failure to do

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Ref: HR/JAN/21/A2/62111138/60434256/100154324 Date: 04 January, 2021

Dear **Mr. V PREMCHAND**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DM BOH** in **Management Technician – A2 grade** in our business on the following terms and conditions:

1. **PLACE OF POSTING:**

Your initial posting will be at **Nellore, Andhra Pradesh.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 30 April, 2021.

2. **COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Ankur Shukla

Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Ref: HR/JAN/21/A2/62111138/60434256/1001543242 Date: 04 January, 2021

Dear **Mr. B K H NAGA SAI MANIKANTA**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DM BOH** in **Management Technician – A2 grade** in our business on the following terms and conditions:

1. **PLACE OF POSTING:**

Your initial posting will be at **Nellore, Andhra Pradesh.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 30 April, 2021.

2. **COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Ankur Shukla

Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Ref: HR/JAN/21/A2/62111138/60434256/100154325

Date: 04 January, 2021

Dear **Mr. MANIKALA SAI**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DM BOH** in **Management Technician – A2 grade** in our business on the following terms and conditions:

1. **PLACE OF POSTING:**

Your initial posting will be at **Nellore, Andhra Pradesh.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 30 April, 2021.

2. **COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from Issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Ankur Shukla

Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ DATE: _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Ref: HR/JAN/21/A2/62111138/60434256/100154326

Date: 04 January, 2021

Dear Mr. B SURESH

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DM BOH** in **Management Technician – A2 grade** in our business on the following terms and conditions:

1. **PLACE OF POSTING:**

Your initial posting will be at **Nellore, Andhra Pradesh.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 30 April, 2021.

2. **COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Reliance RETAIL

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Ankur Shukla

Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Date: 4 January , 2021

Dear **M NAGARAJU**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DM BOH** in **Senior Executive - A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Nellore, Andhra Pradesh.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 30 April, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. **Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. **Retirals: Rs. 25,680/- (Rupees Twenty Five Thousand Six Hundred Eighty Only) per annum.**

This includes:
- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Ankur Shukla

Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Annexure 1A			
EARNINGS			
	CTC Components	Proposed CTC (Rs.)	
		Monthly	Annual
	A. Fixed Pay		
1	Basic Pay	9,838	1,18,058
	Choice Pay		
2	Conveyance	Refer to Annexure 1B	
3	Fuel & Maintenance	Refer to Annexure 1B	
4	Leave Travel Allowance	Refer to Annexure 1B	
5	Medical Reimbursement	Refer to Annexure 1B	
6	Bonus*	1,968	23,612
7	Residual Choice Pay	4,052	48,622
	Housing		
8	House Rent Allowance	4,919	59,029
	Retirals		
9	PF - Employer Contribution	1,667	20,002
10	Gratuity (4.81% of Basic)	473	5,679
	Total Fixed Pay [A]	22,917	2,75,000
	Total Other Payments [B]		
	Total CTC (A)		2,75,000

Note: The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

(*) In case of employees that are entitled to Bonus under the Payment of Bonus Act 1965.
(**) For Insurance Premium debits, please refer Annexure 1B

	Insurance (Pay Slip Debit As Per Grade)	Monthly	Annual
	GPA Insurance Premium	14	165
	Group Term Life Insurance Premium	73	877
	Medical Insurance Premium	1,512	18,144

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Ref: HR/JAN/21/A2/62111138/60434256/100154327

Date: 04 January, 2021

Dear Mr. B RAVI

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DM BOH** in **Management Technician – A2 grade** in our business on the following terms and conditions:

1. **PLACE OF POSTING:**

Your initial posting will be at **Nellore, Andhra Pradesh.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 30 April, 2021.

2. **COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Ankur Shukla

Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ DATE: _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A P

Reliance RETAIL

Ref: HR/JAN/21/A2/62111138/60434256/100154329

Date: 04 January, 2021

Dear **Ms. G NAGA LAKSHMI**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DM BOH** in **Management Technician – A2 grade** in our business on the following terms and conditions:

1. **PLACE OF POSTING:**

Your initial posting will be at **Nellore, Andhra Pradesh.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 30 April, 2021.

2. **COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Ankur Shukla

Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Ankur Shukla

Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ DATE: _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Ref: HR/JAN/21/A2/62111138/60434256/100154331 Date: 04 January, 2021

Dear Mr. N BALAKRISHNA

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as DM BOH in **Management Technician – A2 grade** in our business on the following terms and conditions:

1. **PLACE OF POSTING:**

Your initial posting will be at Nellore, Andhra Pradesh.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 30 April, 2021.

2. **COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Ref: HR/JAN/21/A2/62111138/60434256/100154330

Date: 04 January, 2021

Dear **Ms. P MOUNIKA**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DM BOH** in **Management Technician – A2 grade** in our business on the following terms and conditions:

1. **PLACE OF POSTING:**

Your initial posting will be at **Nellore, Andhra Pradesh.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 30 April, 2021.

2. **COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Ankur Shukla

Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Ref: HR/JAN/21/A2/62111138/60434256/100154331

Date: 04 January, 2021

Dear **Mr. N BALAKRISHNA**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DM BOH** in **Management Technician – A2 grade** in our business on the following terms and conditions:

1. **PLACE OF POSTING:**

Your initial posting will be at **Nellore, Andhra Pradesh.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 30 April, 2021.

2. **COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Ankur Shukla

Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ DATE: _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Ref: HR/JAN/21/A2/62111138/60434256/1001543243

Date: 04 January, 2021

Dear **Mr. G RAKESH**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DM BOH** in **Management Technician – A2 grade** in our business on the following terms and conditions:

1. **PLACE OF POSTING:**

Your initial posting will be at **Nellore, Andhra Pradesh.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 30 April, 2021.

2. **COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Ankur Shukla

Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Ref: HR/JAN/21/A2/62111138/60434256/100154325

Date: 04 January, 2021

Dear Mr. MANIKALA SAI

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as DM BOH in Management Technician – A2 grade in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at Nellore, Andhra Pradesh.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 30 April, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Ankur Shukla

Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ DATE: _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

STRICTLY CONFIDENTIAL
LETTER OF OFFER

Date: **04-Oct-2021**
S. No: 2453 / Vacancy ID:57581

Dear **Mallemoggala Lakshmi Prasanna,**

National Identification Number: Aadhaar: 788371588116

With reference to your recent interview with us, we are pleased to make an offer of employment to you as **Trainee Software Engineer.**

You are required to join duty on or before **06-Oct-2021** at our office in Hyderabad.

Your gross salary and other benefits forming part of your compensation is hereby detailed and enclosed as Annexure A & B.

On your date of joining, you shall be issued an Appointment Letter. You will also be required to sign a Non-Disclosure Agreement with us.

You will be on probation for a period of 120 (One hundred and twenty) days. Being a career growth company there will be a performance review at the end of your probation period.

Following are the documents that must be produced/submitted on the day of joining.

1. Original offer letter with your acceptance.
2. Education Certificates.
3. Appointment letter and latest salary increment letter of your previous employment.
4. Experience Certificates and Relieving Letter from the previous employers.
5. Recent salary slip issued by your current employer.
6. Aadhar card, PAN and Copy of passport (front and back).
7. Four passport size photographs.
8. Form 16 issued by your current employer.

Your employment is liable to be terminated in the event of non-submission of documents 1, 2,3 & 4 listed above.

In addition to the above, once you accept this offer, we will consider it as a consent from you to proceed with background verification checks through our empaneled agency.

Training & Placement Officer
Department of Training & Placement
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VIKAS GROUP OF INSTITUTIONS
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Vijayawada Rural, NTR Dist., A.P.

Your offer may be withdrawn either if you do not join us on the proposed date or if you do not confirm your acceptance within three working days from the date of offer.

For Ivy Software Development Services Private Limited

Anil Murari

Anil Kumar Murari
Head - Human Resources & Administration (India)

I accept and agree:

Signature
Date: ___/___/___

Training & Placement Officer
Department of Training & Placement
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Vijayawada Rural, NTR Dist., A.P.

ANNEXURE – A

Name	: Mallemoggala Lakshmi Prasanna
Designation	: Trainee Software Engineer
Date of Joining	: 06-Oct-2021

SALARY STRUCTURE

Gross Salary Components	Monthly (INR)	Annual (INR)
Basic	27084	325008
HRA	10834	130008
Special Allowance	12492	149904
Lunch Allowance (Meal Card)	1500	18000
LTA	2257	27084
Gross Salary (A)	**54167**	**650004**
Other Components	**Monthly (INR)**	**Annual (INR)**
Snacks Allowance	700	8400
Provident Fund company contribution#	1800	21600
Statutory Bonus	0	0
Gratuity##	1302	15624
Other Components (B)	**3802**	**45624**
Total Cost (A+B)	**57969**	**695628**
Annual Total Cost (A+B) In words	Six Lakh Ninety Five Thousand Six Hundred Twenty Eight	

- You are eligible to participate in the discretionary bonus plan, the 2022 Annual Bonus. Your bonus percentage for 2022 performance year will be 10% of your Gross Salary (A) and you will accrue bonus from 01/Jan/2022. The performance criteria for the 2022 scheme is based on the Group achieving the target.
- # Provident Fund company contribution up to maximum up to INR 1800 per month
- ## Gratuity as per law is payable after completing continuous services of 5 years and will be paid at the time of leaving the company.

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ANNEXURE – B

No.	Scheme	Coverage Amount	Eligibility
1	All Employee Transport Plan	Home pick up and drop facility will be provided to all employees	All Employees
2	Medical Insurance - Regular	INR 5,00,000/-	Employee + 5 Dependents
3	Personal Accident Insurance	INR 10,00,000/-	Employee
4	Term Life Insurance	1.5 times of annual gross salary	Employee
5	Provident Fund Contribution	Company contribution is capped at INR 1800/-	Employee
6	Employee Deposit Linked Insurance and General Insurance	INR 5,00,000/-	Employee
7	Gratuity	As per Gratuity Act	Employees completed 5 years and above
8	LCSA (Life cum sum assured) linked with Gratuity	Varies based on Annual salary	Employee
9	Annual Health Checkup	As per company policy (one in a year)	Employee
10	Crèche Benefit	INR 16,000/- per annum	For employees having children less than 3 years
11	Annual Leave	24 Days	Employee
12	Maternity Leave	As per the maternity Act (26 weeks for up to 2 children)	Employee
13	Paternity Leave	7 Days	Employee
14	Public Holidays	12 Days	Employee
15	Internet and telephone	INR 3000/- (Rupees three thousand only) as telephone/mobile and internet allowance every month (subject to applicable tax deductions)	Employee

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Department of Training & Placement
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Vijayawada Rural, NTR Dist., A.P.

SL AP

SL AP Private Limited
Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur - 5 15 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear **J RAJA SEKHAR REDDY**

With reference to your application and the interview you had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than **05-10-2021** at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 , Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates
2. Copy of Resume (1copy)
3. Passport size photo (4 nos) & 2 stamp size
4. ID proof (Aadhaar and PAN card Xerox)
5. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For **SL AP PRIVATE LIMITED**

Senior Manager - HR

SL AP PRIVATE LIMITED

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

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SL AP Private Limited
Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur - 515 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear **N MALLIKARJUNA CHARI**

With reference to your application and the interviewyou had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than 05-10-2021 at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 , Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For **SL AP PRIVATE LIMITED**

Senior Manager – HR

SL AP PRIVATE LIMITED SL AP

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

SL AP

SL AP Private Limited
Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur – 5 1 5 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear **A NAGA BALU**

With reference to your application and the interview you had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than **05-10-2021** at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 , Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For **SL AP PRIVATE LIMITED**

Senior Manager - HR

SL AP PRIVATE LIMITED

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

SL AP

SL A.P *Private Limited*
Plot No.6-B, Industrial Park I KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway I Gudipalli Village I
Ananthapur – 5 15 122 I Andhra Pradesh I INDIA

LETTER OF OFFER

Dear **B MANISH TEJA**

With reference to your application and the interview you had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

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3. Statutory if applicable as per law

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We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL AP PRIVATE LIMITED

Senior Manager - HR

SL AP PRIVATE LIMITED SL AP

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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SL AP Private Limited
Plot No:6-B, Industrial Park | KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur – 515 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear **KEERTHI SREE VIKRUTHI,**

With reference to your application and the interview you had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than **05-10-2021** at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 , Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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For SL AP PRIVATE LIMITED

Senior Manager - HR

SL AP PRIVATE LIMITED

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

SL AP

SL A P Private Limited
Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur – 5 1 5 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear **V PREMCHAND**

With reference to your application and the interview you had with us, we are pleased to offer you Company Trainee and your Stipend will Rs.13,500 per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than 05-10-2021 at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 , Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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For SL AP PRIVATE LIMITED

Senior Manager - HR

SL AP PRIVATE LIMITED

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
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Vijayawada Rural, NTR Dist., A.P.

SL AP

SL A P *Private Limited*
Plot No:6-B, Industrial Park I KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway I Gudipalli Village I
Ananthapur – 5 1 5 122 I Andhra Pradesh I INDIA

LETTER OF OFFER

Dear **K SURESH**

With reference to your application and the interview you had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than **05-10-2021** at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 , Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For **SL AP PRIVATE LIMITED**

Senior Manager – HR

SL AP PRIVATE LIMITED SL AP

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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SL A.P *Private Limited*
Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur – 515 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear **S PUJITHA BHAVANA**

With reference to your application and the interview you had with us, we are pleased to offer you Company Trainee and your Stipend will Rs.13,500 per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than 05-10-2021 at SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 , Andhra Pradesh beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For **SL AP PRIVATE LIMITED**

Senior Manager – HR

SL AP PRIVATE LIMITED SL AP

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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VIKAS GROUP OF INSTITUTIONS
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Vijayawada Rural, NTR Dist., A.P.

SL AP

SL AP Private Limited
Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur – 515 722 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear **PRASANTHI YEKULA,**

With reference to your application and the interview you had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than **05-10-2021** at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515722 , Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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1. Original & Copy of educational certificates
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3. Passport size photo (4 nos) & 2 stamp size
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We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For **SL AP PRIVATE LIMITED**

Senior Manager – HR

SL AP PRIVATE LIMITED SL AP

Training & Placement Officer
Department of Training & Placement
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VIKAS GROUP OF INSTITUTIONS
NUNNA – 521 212
Vijayawada Rural, NTR Dist., A.P.

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Plot No.6-B, Industrial Park I KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway I Gudipalli Village I
Ananthapur - 5 1 5 122 I Andhra Pradesh I INDIA

LETTER OF OFFER

Dear **P CHANDU**

With reference to your application and the interviewyou had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than 05-10-2021 at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 , Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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2. Copy of Resume (1copy)
3. Passport size photo (4 nos) & 2 stamp size
4. ID proof (Aadhaar and PAN card Xerox)
5. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For **SL AP PRIVATE LIMITED**

Senior Manager - HR

SL AP PRIVATE LIMITED SL AP

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

SL AP

SL AP Private Limited
Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur – 5 15 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear **B HEMA VARDHAN**

With reference to your application and the interview you had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

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3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than **05-10-2021** at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 , Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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5. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For **SL AP PRIVATE LIMITED**

Senior Manager - HR

SL AP PRIVATE LIMITED

PRINCIPAL/DIRECTOR
IKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
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Plot No.6-B, Industrial Park I KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway I Gudipalli Village I
Ananthapur – 515 122 I Andhra Pradesh I INDIA

LETTER OF OFFER

Dear **B DURGA PRASAD**

With reference to your application and the interview you had with us, we are pleased to offer you Company Trainee and your Stipend will Rs.13,500 per month.

Other Benefits are

1. Subsidiary Canteen & Transport
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3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than 05-10-2021 at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 , Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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5. Medical Fitness Certificate

We welcome you and are delighted that your have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For **SL AP PRIVATE LIMITED**

Senior Manager – HR

SL AP PRIVATE LIMITED

PRINCIPAL/DIRECTOR
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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
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SL AP

SL AP Private Limited
Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur – 515 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear **T VAMSI**

With reference to your application and the interview you had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than **05-10-2021** at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 . Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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3. Passport size photo (4 nos) & 2 stamp size
4. ID proof (Aadhaar and PAN card Xerox)
5. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For **SL AP PRIVATE LIMITED**

Senior Manager – HR

SL AP PRIVATE LIMITED SL AP

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

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SL AP Private Limited
Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur - 5 1 5 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear **G RATNA TEJA**

With reference to your application and the interview you had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

1. Subsidiary Canteen & Transport
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3. Statutory if applicable as per law

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4. ID proof (Aadhaar and PAN card Xerox)
5. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL AP PRIVATE LIMITED

Senior Manager - HR

SL AP PRIVATE LIMITED SL AP

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

SL AP

SL A P *Private Limited*
Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur – 5 1 5 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear **K SATISH KUMAR**

With reference to your application and the interview you had with us, we are pleased to offer you Company Trainee and your Stipend will Rs.13,500 per month.

Other Benefits are

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2. Attendance Allowance
3. Statutory If applicable as per law

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Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B
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Ananthapur – 5 15 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear B RAMESH

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For **SL AP PRIVATE LIMITED**

Senior Manager – HR

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LETTER OF OFFER

Dear JSIMILY

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Senior Manager – HR

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LETTER OF OFFER

Dear D HEMANTH NAYAK

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Ananthapur - 515 122 I Andhra Pradesh I INDIA

LETTER OF OFFER

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Senior Manager - HR

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Ananthapur - 515 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

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Ananthapur – 515 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

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LETTER OF OFFER

Dear **B SURESH**

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Bangalore-Hyderabad Highway I Gudipalli Village I
Ananthapur – 5 1 5 122 I Andhra Pradesh I INDIA

LETTER OF OFFER

Dear M SUKUMAR REDDY

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Senior Manager - HR

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Ananthapur – 5 15 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear **KAYYAPPA SWAMY**

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LETTER OF OFFER

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Senior Manager - HR

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Ananthapur – 5 1 5 122 I Andhra Pradesh I INDIA

LETTER OF OFFER

Dear K BHAVITRA

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Senior Manager - HR

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LETTER OF OFFER

Dear **D CHANDU PRAKASH**

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LETTER OF OFFER

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LETTER OF OFFER

Dear D PAVAN KALYAN

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Senior Manager - HR

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We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL AP PRIVATE LIMITED

Senior Manager - HR

SL AP PRIVATE LIMITED SL AP

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

SL AP

SL AP Private Limited
Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur – 5 1 5 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear G SATISH

With reference to your application and the interview you had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than 05-10-2021 at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 , Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates
2. Copy of Resume (1copy)
3. Passport size photo (4 nos) & 2 stamp size
4. ID proof (Aadhaar and PAN card Xerox)
5. Medical Fitness Certificate

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For **SL AP PRIVATE LIMITED**

Senior Manager - HR

SL AP PRIVATE LIMITED SL AP

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
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SL AP Private Limited
Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur – 515 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear M BHARGAV

With reference to your application and the interview you had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than 05-10-2021 at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 , Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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For **SL AP PRIVATE LIMITED**

Senior Manager – HR

SL AP PRIVATE LIMITED SL AP

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Plot No:6-B, Industrial Park | KIA Ancillary Unit, Site-B
Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur – 5 15 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear R PRAPHUL

With reference to your application and the interview you had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than 05-10-2021 at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 , Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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For SL AP PRIVATE LIMITED

Senior Manager - HR

SL AP PRIVATE LIMITED SL AP

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Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur – 5 15 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear Y CHINNA

With reference to your application and the interview you had with us, we are pleased to offer you **Company Trainee** and your Stipend will **Rs.13,500** per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

We would expect you to join as early as possible as but not later than 05-10-2021 at **SLAP Private Limited, Plot No.6-B, Industrial Park KIA Ancillary Unit, Site-B, Bangalore-Hyderabad Highway Gudipalli Village, Ananthapur – 515122 , Andhra Pradesh** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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For SL AP PRIVATE LIMITED

Senior Manager – HR

SL AP PRIVATE LIMITED SL AP

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Bangalore-Hyderabad Highway | Gudipalli Village |
Ananthapur - 515 122 | Andhra Pradesh | INDIA

LETTER OF OFFER

Dear **P CHANDRA KIRAN**

With reference to your application and the interview you had with us, we are pleased to offer you Company Trainee and your Stipend will **Rs.13,500** per month.

Other Benefits are

1. Subsidiary Canteen & Transport
2. Attendance Allowance
3. Statutory if applicable as per law

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For SL AP PRIVATE LIMITED

Senior Manager - HR

SL AP PRIVATE LIMITED

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MICRO, SMALL & MEDIUM
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LETTER OF INTENT

Dear Student,
M. Krishna priya
Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been **Shortlisted** by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as **Program Analyst / Software Developer -Trainee / Business Analyst** / Business Development Executive in the organization structure.

You will be entitled to a Total Annual CTC, of **INR 2,00,000/-Rs to 6,00,000/-**Rs (Rupees two Lakhs -Six Lacks Only) depends on Clients after completion of your Rounds.

The following students are shortlisted for the Interviews: -

1) At the time of Client Round, Student should get Technical certification or trained on Technology.
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3) No backlogs at the time of client Round.
4) Client round will be happening before graduation or after Graduation.

Regards,

Campus Connect Team

IVAR INFOSYSTEMS PRIVATE LIMITED

RECOGNIZED BY STARTUPINDIA

REGISTERED IN Ministry of Micro, Small and Medium Enterprises- MSME

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LETTER OF INTENT

Dear Student,
G. Prathyusha
Congratulations!

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Regards,

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LETTER OF INTENT

DATE : 08.03.2021

Dear Student.

U Anusha,

Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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Regards,

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LETTER OF INTENT

DATE : 08.03.2021

Dear Student,
L Kavitha,
Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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Regards,

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LETTER OF INTENT

DATE : 08.03.2021

Dear Student,

K. Manoj Kumar,

Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee./ Business Analyst / Business Development Executive in the organization structure.

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Regards,

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LETTER OF INTENT

Dear Student,

B. mounika

Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been **Shortlisted** by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as **Program Analyst / Software Developer -Trainee / Business Analyst** / Business Development Executive in the organization structure.

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Regards,

Campus Connect Team

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LETTER OF INTENT

DATE : 08.03.2021

Dear Student,
K. Rajesh
Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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Regards,

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LETTER OF INTENT

DATE : 08.03.2021

Dear Student,

M. Jaya Kartheeja

Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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LETTER OF INTENT

DATE : 06.03.2021

Dear Student,

G. deepthi

Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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LETTER OF INTENT

DATE : 05.03.2021

Dear Student,

A. Venkatesh

Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business-Development Executive in the organization structure.

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LETTER OF INTENT

DATE : 08.03.2021

Dear Student,
A. Srimannarayana

Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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LETTER OF INTENT

DATE : 08.03.2021

Dear Student,
CH. Subba Rao
Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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Campus Connect Team

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LETTER OF INTENT

DATE: 08.03.2021

Dear Student,

CH. Durga Rao

Congratulations!

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Regards,

Campus Connect Team

IVAR INFOSYSTEMS PRIVATE LIMITED

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REGISTERED IN Ministry of Micro, Small and Medium Enterprises- MSME

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Email: hr@ivarinfosystems.com | www.ivarinfosystems.com

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LETTER OF INTENT

DATE : 06.03.2021

Dear Student,
D. Siva Raghavendra.
Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer-Trainee / Business Analyst / Business Development Executive in the organization structure.

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Regards,

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LETTER OF INTENT

DATE : 08.03.2021

Dear Student,

G. Venkata Jagan mohana Rao

Congratulations!

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LETTER OF INTENT

DATE : 06.03.2021

Dear Student,
G. Akhila
Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer-Trainee / Business Analyst / Business Development Executive in the organization structure.

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LETTER OF INTENT

DATE : 08.03.2021

Dear Student,
G. Hema
Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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At payodsoft, we believe in overall grooming of the trainees to meet the highest standards of IT industry and hence below Soft Skill modules are also imparted as part of the training

1. Communication skills
2. Presentation skills
3. Group Discussions
4. Interview skills

As we aim for creating next generation IT leaders, we request the trainees to put full efforts and follow the guidelines for a successful career in IT.

We wish you all the best for a great future ahead!!!!

Yours sincerely,

For payodsoft Digital

Authorized Signatory

ACCEPTANCE AND DECLARATION

I hereby acknowledge this Letter of offer with Terms and Conditions, and having read and understood them, I hereby agree and declare that they apply to my employment with **payodsoft Digital**andI further confirm and declare that I shall abide by the above terms and conditions.

Name: Signature: Date

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LETTER OF INTENT

DATE: 08.03.2021

Dear Student,

J. murali krishna

Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as **Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive** in the organization structure.

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LETTER OF INTENT

DATE : 08.03.2021

Dear Student,

K. Mahesh

Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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LETTER OF INTENT

DATE : 06.03.2021

Dear Student,
K. meghana
Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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LETTER OF INTENT

DATE : 08.03.2021

Dear Student,
M. Venkata Sudhakar,
Congratulations!

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LETTER OF INTENT

DATE : 08.05.2021

Dear Student,
P Bhavana Gayton,
Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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LETTER OF INTENT

DATE : 08.03.2021

Dear Student,

P. Prasanna

Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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LETTER OF INTENT

DATE : 08.03.2021

Dear Student,

S. John Wesley,

Congratulations!

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LETTER OF INTENT

DATE : 05.03.2021

Dear Student,
Shaik Shareef ,
Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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LETTER OF INTENT

DATE : 08.03.2024

Dear Student,
T. Ajay Kumar,
Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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LETTER OF INTENT

DATE: 06.03.2021

Dear Student,
T. Pavan Kumar,
Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer-Trainee / Business Analyst / Business Development Executive in the organization structure.

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LETTER OF INTENT

DATE : 09.03.2021

Dear Student,
V Samba Siva Rao
Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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LETTER OF INTENT

DATE : 08.03.2024

Dear Student,

V. Ramya

Congratulations!

After the discussion, we are pleased to inform you that Your Profile has Been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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LETTER OF INTENT

DATE : 05.03.2021

Dear Student,
Y. Siva Kumar,
Congratulations!

After the discussion, we are pleased to inform you that Your Profile has been Shortlisted by IVAR INFOSYSTEMS in College campus recruitment drive for our Clients as Program Analyst / Software Developer -Trainee / Business Analyst / Business Development Executive in the organization structure.

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4) Client round will be happening before graduation or after Graduation.

Regards,

Campus Connect Team

IVAR INFOSYSTEMS PRIVATE LIMITED

RECOGNIZED BY STARTUPINDIA

REGISTERED IN Ministry of Micro, Small and Medium Enterprises- MSME

Address:
IVAR INFOSYSTEMS PVT. LTD
GTS-Ground Floor, Maharishi House, Road Number 2, Banjara Hills, Hyderabad-38.
Email: hr@ivarinfosystems.com | www.ivarinfosystems.com

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

techwave

04-01-2021.

LETTER OF APPOINTMENT

(Strictly Private & Confidential)

Dear B SRIHARI

Techwave Infotech Pvt. Ltd., which is 100% subsidiary to Techwave Consulting Inc., USA, is pleased to offer you a job as a **Design Engineer Trainee.** We trust that your knowledge, skills and experience will be among our most valuable assets.

You shall be paid **INR 200000/-** as cost-to Company. Please refer Annexure –A for details. Your performance will be reviewed once in a year and the Company may make revisions to your salary as it sees fit.

You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration / terms of employment etc., to any other employee of the Company.

As an Employee, you will at all times give full attention and best endeavor for the benefit of Techwave Infotech Pvt. Ltd. You agree to perform the duties that may be assigned to you by Techwave Infotech Pvt. Ltd, in an efficient, trustworthy and businesslike manner.

The terms and conditions of your employment will be as follows:

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techwave

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Sincerely,

Srikanth Mahankali

Human Resource Department

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist. A.P.

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

techwave

04-01-2021.

LETTER OF APPOINTMENT

(Strictly Private & Confidential)

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Training & Placement Officer
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VIT.

techwave

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Sincerely,

Srikanth Mahankali

Human Resource Department

Training & Placement Officer
Department of Training & Placement
VIKAS G

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

techwave

04-01-2021.

LETTER OF APPOINTMENT

(Strictly Private & Confidential)

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techwave

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Sincerely,

Srikanth Mahankali

Human Resource Department

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

techwave

04-01-2021.

LETTER OF APPOINTMENT

(Strictly Private & Confidential)

Dear P ASIF KHAN

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techwave

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Sincerely,-

Srikanth Mahankali

Human Resource Department

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

techwave

04-01-2021.

LETTER OF APPOINTMENT

(Strictly Private & Confidential)

Dear SUMA MAHESH REDDY

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Training & Placement
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techwave

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techwave

04-01-2021.

LETTER OF APPOINTMENT

(Strictly Private & Confidential)

Dear TRAMBABU

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Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

techwave

04-01-2021.

LETTER OF APPOINTMENT

(Strictly Private & Confidential)

Dear **Y CHAITANYA ARAVIND KUMAR**

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Srikanth Mahankali

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Training & Placement Officer
Department of Training & Placement
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techwave

04-01-2021.

LETTER OF APPOINTMENT

(Strictly Private & Confidential)

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Please put your hand as a sign of acceptance to this offer of employment at the indicated area below.

Feel free to contact us if you have any questions or concerns.

Sincerely,

Srikanth Mahankali
Human Resource Department

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

techwave

Workday Per Week: You are required to work for 6 days a week for a minimum period of 6 months from the date of commencement of your employment.

Non-disclosure and Confidentiality

As a company, Techwave Infotech Pvt. Ltd., highly appreciate maintenance of confidentiality and would expect that you will also adhere to this policy. Techwave Infotech Pvt Ltd has entered into Non-Disclosure agreements with all its clients. You will be required to respect and abide by all the applicable terms those agreements whether or not disclosed to you. You shall also be required to obey any other confidentiality terms introduced by the management of Techwave Infotech Pvt Ltd and/or the client on any date after accepting this offer. The confidentiality obligations are imposed on, but not limited to, the information provided herein including any annexures hereunder.

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Srikanth Mahankali

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

techwave

04-01-2021.

LETTER OF APPOINTMENT

(Strictly Private & Confidential)

Dear K MOUNIKA

Techwave Infotech Pvt. Ltd., which is 100% subsidiary to Techwave Consulting Inc., USA, is pleased to offer you a job as a **Design Engineer Trainee.** We trust that your knowledge, skills and experience will be among our most valuable assets.

You shall be paid **INR 200000/-** as cost to Company. Please refer Annexure –A for details. Your performance will be reviewed once in a year and the Company may make revisions to your salary as it sees fit.

You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration / terms of employment etc., to any other employee of the Company.

As an Employee, you will at all times give full attention and best endeavor for the benefit of Techwave Infotech Pvt. Ltd. You agree to perform the duties that may be assigned to you by Techwave Infotech Pvt. Ltd, in an efficient, trustworthy and businesslike manner.

The terms and conditions of your employment will be as follows:

1. This appointment is effective from **01-03-2021** your regular working hours are from 11.00 AM to 8.00 PM, Monday to Friday. You may be required to work beyond the normal working hours to discharge your duties at the sole discretion of the Company. The Company reserves the right, at its sole discretion to revise, extend or amend the working hours should the need arise.
2. The Company is excited to have you on-board, however, shall evaluate your work ethics and abilities for a period of 3 months from the date of appointment which will be treated as your Probation Period. Being a career growth Company there will be a performance review at the end of the Probation Period. The Company reserves the right to take the final decision on the length of your Probation Period which can be extended to another 3 months in certain cases. On your successful completion of Probation Period as described above, your employment with the Company will be confirmed and such confirmation would be communicated in writing only.
3. This position requires you to report to the management of **Techwave Infotech Pvt Ltd** and any other personnel or group of personnel appointed by the management of **Techwave Infotech Pvt Ltd** to be the Reporting Senior Consultant(s). As a **Design Engineer Trainee,** you shall be assigned to work from Hyderabad office. However, during your employment with the Company, you may be required to travel to other locations in India or abroad without any change in terms and conditions of your Employment. If you are required to travel for effecting official business of Company, you will be eligible for travel allowance etc as per the Travel Policy of the Company defined from time to time.

PRINCIPAL/DIRECTOR
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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

techwave

04-01-2021.

LETTER OF APPOINTMENT

(Strictly Private & Confidential)

Dear **PSATISHKUMAR**

Techwave Infotech Pvt. Ltd., which is 100% subsidiary to **Techwave Consulting Inc., USA,** is pleased to offer you a job as a **Design Engineer Trainee.** We trust that your knowledge, skills and experience will be among our most valuable assets.

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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techwave

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Feel free to contact us if you have any questions or concerns.

Sincerely,

Srikanth Mahankali

Human Resource Department

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

techwave

04-01-2021.

LETTER OF APPOINTMENT

(Strictly Private & Confidential)

Dear PERIYA

Techwave Infotech Pvt. Ltd., which is 100% subsidiary to Techwave Consulting Inc., USA, is pleased to offer you a job as a Design Engineer Trainee. We trust that your knowledge, skills and experience will be among our most valuable assets.

You shall be paid INR 200000/- as cost to Company. Please refer Annexure –A for details. Your performance will be reviewed once in a year and the Company may make revisions to your salary as it sees fit.

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Training & Placement Officer
Department of Training & Placement
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techwave

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Sincerely,

Srikanth Mahankali

Human Resource Department

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

techwave

04-01-2021.

LETTER OF APPOINTMENT

(Strictly Private & Confidential)

Dear **TRAMYA**

Techwave Infotech Pvt. Ltd., which is 100% subsidiary to **Techwave Consulting Inc., USA,** is pleased to offer you a job as a **Design Engineer Trainee.** We trust that your knowledge, skills and experience will be among our most valuable assets.

You shall be paid **INR 200000/-** as cost-to Company. Please refer Annexure –A for details. Your performance will be reviewed once in a year and the Company may make revisions to your salary as it sees fit.

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3. This position requires you to report to the management of **Techwave Infotech Pvt Ltd** and any other personnel or group of personnel appointed by the management of **Techwave Infotech Pvt Ltd** to be the Reporting Senior Consultant(s). As a **Design Engineer Trainee,** you shall be assigned to work from Hyderabad office. However, during your employment with the Company, you may be required to travel to other locations in India or abroad without any change in terms and conditions of your Employment. If you are required to travel for effecting official business of Company, you will be eligible for travel allowance etc as per the Travel Policy of the Company defined from time to time.

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techwave

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Sincerely,-

Srikanth Mahankali

Human Resource Department

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VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

placecraft

PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear **CH Vijay Mohan Reddy ,**

We are pleased to welcome you to Placecraft Consultancy Services.

We are eager to have you work with us on such an important assignment. We see your skills as a value addition to our company and our clients.You would be appointed as **Technical Trainer** and your date of joining would be on or before **18 May 2021.**

Remuneration

Your Net Salary after deductions would be **INR 27,000/-** (monthly). Applicable statutory deductions will be made at the time of payment. Applicable travel allowances shall be paid to you as per company policy.

Place of Work

Your current location would be at **Ashok Leyland Ltd, Chennai** or any place in India deputed by Ashok Leyland Ltd You can be transferred to any other company at the discretion of Placecraft Consultancy Services.The copy of the same as amended from time to time shall be shared with you.

Commitment:

During your stint with the company, you are duty-bound to commit your time completely to the work of the company. Moreover, you would not take up any other assignment, whether full-time, part-time or honorary, or in cash or in kind, without prior intimation and written approval from the company.

Period and Nature of Employment:-

The period of employment will be for a period of 11 months for the duration of contract between Placecraft Consultancy Services and Ashok Leyland Ltd, whichever is earlier. The nature of employment is purely contractual and the same can also be terminated without any notice. You cannot claim right of permanency either with Placecraft Consultancy Services or in the company you are deployed.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

placecraft

PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear **CHOUDESWARARAO SINKA,**

We are pleased to welcome you to Placecraft Consultancy Services.

We are eager to have you work with us on such an important assignment. We see your skills as a value addition to our company and our clients.You would be appointed as **Technical Trainer** and your date of joining would be on or before **18 May 2021.**

Remuneration

Your Net Salary after deductions would be **INR 27,000/-** (monthly). Applicable statutory deductions will be made at the time of payment. Applicable travel allowances shall be paid to you as per company policy.

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Your current location would be at **Ashok Leyland Ltd, Chennai** or any place in India deputed by Ashok Leyland Ltd You can be transferred to any other company at the discretion of Placecraft Consultancy Services.The copy of the same as amended from time to time shall be shared with you.

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Period and Nature of Employment:-

The period of employment will be for a period of 11 months for the duration of contract between Placecraft Consultancy Services and Ashok Leyland Ltd, whichever is earlier. The nature of employment is purely contractual and the same can also be terminated without any notice. You cannot claim right of permanency either with Placecraft Consultancy Services or in the company you are deployed.

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

placecraft

PLACECRAFT CONSULTANCY SERVICES

Salary Annexure (Employee) - Yenugu Hareesh	
Components	**Monthly**
Basic	9240
DA	6517
HRA	4727
Special Allowance	8524
Gross Salary	**29008**
Deductions	
PF EE 12%	1800
Professional Tax	208
Total deductions	2008
Net salary(take home)	**27000**

For Placecraft Consultancy Services,

S RAM Digitally signed by S-RAMDate: 2021.01.11 14:20:23 +05'30'

Authorised Signatory

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist. A.P.

placecraft

PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear **D POOJITHA,**

We are pleased to welcome you to Placecraft Consultancy Services.

We are eager to have you work with us on such an important assignment. We see your skills as a value addition to our company and our clients. You would be appointed as **Technical Trainer** and your date of joining would be on or before **18 May 2021.**

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Your Net Salary after deductions would be **INR 27,000/-** (monthly). Applicable statutory deductions will be made at the time of payment. Applicable travel allowances shall be paid to you as per company policy.

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Period and Nature of Employment: -

The period of employment will be for a period of 11 months for the duration of contract between Placecraft Consultancy Services and Ashok Leyland Ltd, whichever is earlier. The nature of employment is purely contractual and the same can also be terminated without any notice. You cannot claim right of permanency either with Placecraft Consultancy Services or in the company you are deployed.

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Department of Training & Placement
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Vijayawada Rural, NTR Dist., A.P.

placecraft

PLACECRAFT CONSULTANCY SERVICES

Salary Annexure (Employee) - Yenugu Hareesh	
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S RAM Digitally signed by S-RAMDate: 2021.01.11 14:20:23 +05'30'

Authorised Signatory

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

placecraft

PLACECRAFT CONSULTANCY SERVICES

Termination: -

Termination by Placecraft Consultancy Services: Placecraft Consultancy Services may at any time terminate this agreement and your engagement with Ashok Leyland Ltd, at any time, with or without any cause,upon notice to you.

Any termination hereunder shall be effective immediately upon receipt by you of written notice thereof, except as otherwise set forth herein.

Termination by Associate: - You may at any time terminate this Agreement and its engagement with Placecraft Consultancy Services and your engagement with Ashok Leyland Ltd on a date specified in your written notice of termination, which date shall not be less than three (3) months after the date of delivery of such written notice. In this event, Placecraft Consultancy Services shall have the right to you to discontinue providing services to Ashok Leyland Ltd upon Placecraft Consultancy Services receipt of notice.

Working: - You are required to work 26 days a month. You are required to impart training to designated places as per schedule which shall be intimated to you in advance.

SOP: You are required to peruse the SOP laid down for the nature of your job and adhere to the same.

Assets:- The customer or Placecraft may issue assets to you for smooth discharge of your duties. A security deposit for the same will be made by you for the same. The Security Deposit shall be returned along with the Full and Final settlement.

Please return a signed copy of this letter, which would signify your acceptance.

Once again, we welcome you to Placecraft Consultancy Services and look forward to have a fruitful association with you.

With Best Wishes,

For Placecraft Consultancy Services,

S RAM Digitally signed by S RAM
Date: 2021.01.11 14:20:01 +05'30'

Authorised Signatory

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
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placecraft

PLACECRAFT CONSULTANCY SERVICES

Salary Annexure (Employee) - Yenugu Hareesh	
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Training & Placement Officer
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PLACECRAFT CONSULTANCY SERVICES

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placecraft

PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear P VENKATA PRASANNA KUMAR,

We are pleased to welcome you to Placecraft Consultancy Services.

We are eager to have you work with us on such an important assignment. We see your skills as a value addition to our company and our clients. You would be appointed as **Technical Trainer** and your date of joining would be on or before **18 May 2021.**

Remuneration

Your Net Salary after deductions would be **INR 27,000/-** (monthly). Applicable statutory deductions will be made at the time of payment. Applicable travel allowances shall be paid to you as per company policy.

Place of Work

Your current location would be at **Ashok Leyland Ltd, Chennai** or any place in India deputed by Ashok Leyland Ltd You can be transferred to any other company at the discretion of Placecraft Consultancy Services. The copy of the same as amended from time to time shall be shared with you.

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placecraft

PLACECRAFT CONSULTANCY SERVICES

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For Placecraft Consultancy Services,

S RAM

Digitally signed by S RAM Date: 2021.01.11 14:20:23 +05'30'

Authorised Signatory

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

placecraft

PLACECRAFT CONSULTANCY SERVICES

Termination: -

Termination by Placecraft Consultancy Services: Placecraft Consultancy Services may at any time terminate this agreement and your engagement with Ashok Leyland Ltd, at any time, with or without any cause,upon notice to you.

Any termination hereunder shall be effective immediately upon receipt by you of written notice thereof, except as otherwise set forth herein.

Termination by Associate: - You may at any time terminate this Agreement and its engagement with Placecraft Consultancy Services and your engagement with Ashok Leyland Ltd on a date specified in your written notice of termination, which date shall not be less than three (3) months after the date of delivery of such written notice. In this event, Placecraft Consultancy Services shall have the right to you to discontinue providing services to Ashok Leyland Ltd upon Placecraft Consultancy Services receipt of notice.

Working: - You are required to work 26 days a month. You are required to impart training to designated places as per schedule which shall be intimated to you in advance.

SOP: You are required to peruse the SOP laid down for the nature of your job and adhere to the same.

Assets:- The customer or Placecraft may issue assets to you for smooth discharge of your duties. A security deposit for the same will be made by you for the same. The Security Deposit shall be returned along with the Full and Final settlement.

Please return a signed copy of this letter, which would signify your acceptance.

Once again, we welcome you to Placecraft Consultancy Services and look forward to have a fruitful association with you.

With Best Wishes,

For Placecraft Consultancy Services,

S RAM Digitally signed by S RAM
Date: 2021.01.11 14:20:01 +05'30'

Authorised Signatory

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
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PLACECRAFT CONSULTANCY SERVICES

Salary Annexure (Employee) - Yenugu Hareesh	
Components	**Monthly**
Basic	9240
DA	6517
HRA	4727
Special Allowance	8524
Gross Salary	**29008**
Deductions	
PF EE 12%	1800
Professional Tax	208
Total deductions	2008
Net salary(take home)	**27000**

For Placecraft Consultancy Services,

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Vijayawada Rural, NTR Dist., A.P.

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear **SINDHU KALLURU,**

We are pleased to welcome you to Placecraft Consultancy Services.

We are eager to have you work with us on such an important assignment. We see your skills as a value addition to our company and our clients.You would be appointed as **Technical Trainer** and your date of joining would be on or before **18 May 2021.**

Remuneration

Your Net Salary after deductions would be **INR 27,000/-** (monthly). Applicable statutory deductions will be made at the time of payment. Applicable travel allowances shall be paid to you as per company policy.

Place of Work

Your current location would be at **Ashok Leyland Ltd, Chennai** or any place in India deputed by Ashok Leyland Ltd You can be transferred to any other company at the discretion of Placecraft Consultancy Services.The copy of the same as amended from time to time shall be shared with you.

Commitment:

During your stint with the company, you are duty-bound to commit your time completely to the work of the company. Moreover, you would not take up any other assignment, whether full-time, part-time or honorary, or in cash or in kind, without prior intimation and written approval from the company.

Period and Nature of Employment:-

The period of employment will be for a period of 11 months for the duration of contract between Placecraft Consultancy Services and Ashok Leyland Ltd, whichever is earlier. The nature of employment is purely contractual and the same can also be terminated without any notice. You cannot claim right of permanency either with Placecraft Consultancy Services or in the company you are deployed.

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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
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Vijayawada Rural, NTR Dist., A.P.

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear Y KIRAN KUMAR,

We are pleased to welcome you to Placecraft Consultancy Services.

We are eager to have you work with us on such an important assignment. We see your skills as a value addition to our company and our clients. You would be appointed as **Technical Trainer** and your date of joining would be on or before **18 May 2021.**

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VIKAS GROUP OF INSTITUTIONS

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PLACECRAFT CONSULTANCY SERVICES

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Please return a signed copy of this letter, which would signify your acceptance.

Once again, we welcome you to Placecraft Consultancy Services and look forward to have a fruitful association with you.

With Best Wishes,

For Placecraft Consultancy Services,

S RAM Digitally signed by S RAM
Date: 2021.01.11 14:20:01 +05'30'

Authorised Signatory

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear **U Mounika Rani,**

We are pleased to welcome you to Placecraft Consultancy Services.

We are eager to have you work with us on such an important assignment. We see your skills as a value addition to our company and our clients.You would be appointed as **Technical Trainer** and your date of joining would be on or before **18 May 2021.**

Remuneration

Your Net Salary after deductions would be **INR 27,000/-** (monthly). Applicable statutory deductions will be made at the time of payment. Applicable travel allowances shall be paid to you as per company policy.

Place of Work

Your current location would be at **Ashok Leyland Ltd, Chennai** or any place in India deputed by Ashok Leyland Ltd You can be transferred to any other company at the discretion of Placecraft Consultancy Services.The copy of the same as amended from time to time shall be shared with you.

Commitment:

During your stint with the company, you are duty-bound to commit your time completely to the work of the company. Moreover, you would not take up any other assignment, whether full-time, part-time or honorary, or in cash or in kind, without prior intimation and written approval from the company.

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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear Y RAJESH,

We are pleased to welcome you to Placecraft Consultancy Services.

We are eager to have you work with us on such an important assignment. We see your skills as a value addition to our company and our clients. You would be appointed as **Technical Trainer** and your date of joining would be on or before **18 May 2021.**

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Training & Placement Officer
Department of Training & Placement

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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

settlement.

Please return a signed copy of this letter, which would signify your acceptance.

Once again, we welcome you to Placecraft Consultancy Services and look forward to have a fruitful association with you.

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With Best Wishes,

For Placecraft Consultancy Services,

S RAM Digitally signed by S RAM
Date: 2021.01.11 14:20:01 +05'30'

Authorised Signatory

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VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear **K ANUPAMA,**

We are pleased to welcome you to Placecraft Consultancy Services.

We are eager to have you work with us on such an important assignment. We see your skills as a value addition to our company and our clients. You would be appointed as **Technical Trainer** and your date of joining would be on or before **18 May 2021.**

Remuneration

Your Net Salary after deductions would be **INR 27,000/-** (monthly). Applicable statutory deductions will be made at the time of payment. Applicable travel allowances shall be paid to you as per company policy.

Place of Work

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PLACECRAFT CONSULTANCY SERVICES

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With Best Wishes,

For Placecraft Consultancy Services,

S RAM Digitally signed by S RAM
Date: 2021.01.11 14:20:01 +05'30'

Authorised Signatory

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear G SREE VIDYA ,

We are pleased to welcome you to Placecraft Consultancy Services.

We are eager to have you work with us on such an important assignment. We see your skills as a value addition to our company and our clients. You would be appointed as Technical Trainer and your date of joining would be on or before 18 May 2021.

Remuneration

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear **Priyanka Nalamalapu,**

We are pleased to welcome you to Placecraft Consultancy Services.

We are eager to have you work with us on such an important assignment. We see your skills as a value addition to our company and our clients.You would be appointed as **Technical Trainer** and your date of joining would be on or before **18 May 2021.**

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear K VENNELA,

We are pleased to welcome you to Placecraft Consultancy Services.

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With Best Wishes,

For Placecraft Consultancy Services,

S RAM Digitally signed by S RAM
Date: 2021.01.11 14:20:01 +05'30'

Authorised Signatory

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
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NUNNA - 521 212
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PLACECRAFT CONSULTANCY SERVICES

Salary Annexure (Employee) - Yenugu Hareesh	
Components	**Monthly**
Basic	9240
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Special Allowance	8524
Gross Salary	**29008**
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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear K PURNA CHANDRA RAO,

We are pleased to welcome you to Placecraft Consultancy Services.

We are eager to have you work with us on such an important assignment. We see your skills as a value addition to our company and our clients. You would be appointed as **Technical Trainer** and your date of joining would be on or before **18 May 2021.**

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For Placecraft Consultancy Services,

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Training & Placement Officer
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PLACECRAFT CONSULTANCY SERVICES

Salary Annexure (Employee) - Yenugu Hareesh	
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HRA	4727
Special Allowance	8524
Gross Salary	**29008**
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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear **M GURAVA REDDY,**

We are pleased to welcome you to Placecraft Consultancy Services.

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Commitment:

During your stint with the company, you are duty-bound to commit your time completely to the work of the company. Moreover, you would not take up any other assignment, whether full-time, part-time or honorary, or in cash or in kind, without prior intimation and written approval from the company.

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The period of employment will be for a period of 11 months for the duration of contract between Placecraft Consultancy Services and Ashok Leyland Ltd, whichever is earlier. The nature of employment is purely contractual and the same can also be terminated without any notice. You cannot claim right of permanency either with Placecraft Consultancy Services or in the company you are deployed.

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Termination: -

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Working: - You are required to work 26 days a month. You are required to impart training to designated places as per schedule which shall be intimated to you in advance.

SOP: You are required to peruse the SOP laid down for the nature of your job and adhere to the same.

Assets:- The customer or Placecraft may issue assets to you for smooth discharge of your duties. A security deposit for the same will be made by you for the same. The Security Deposit shall be returned along with the Full and Final settlement.

Please return a signed copy of this letter, which would signify your acceptance.

Once again, we welcome you to Placecraft Consultancy Services and look forward to have a fruitful association with you.

With Best Wishes,

For Placecraft Consultancy Services,

S RAM Digitally signed by S RAM
Date: 2021.01.11 14:20:01 +05'30'

Authorised Signatory

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

placecraft

PLACECRAFT CONSULTANCY SERVICES

Salary Annexure (Employee) - Yenugu Hareesh	
Components	**Monthly**
Basic	9240
DA	6517
HRA	4727
Special Allowance	8524
Gross Salary	29008
Deductions	
PF EE 12%	1800
Professional Tax	208
Total deductions	2008
Net salary(take home)	27000

For Placecraft Consultancy Services,

S RAM Digitally signed by S RAM Date: 2021.01.11 14:20:23 +05'30'

Authorised Signatory

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Training & Placement Officer
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VIKAS GROUP OF INSTITUTIONS

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear O PRASANTH KUMAR,

We are pleased to welcome you to Placecraft Consultancy Services.

We are eager to have you work with us on such an important assignment. We see your skills as a value addition to our company and our clients. You would be appointed as **Technical Trainer** and your date of joining would be on or before **18 May 2021.**

Remuneration

Your Net Salary after deductions would be **INR 27,000/-** (monthly). Applicable statutory deductions will be made at the time of payment. Applicable travel allowances shall be paid to you as per company policy.

Place of Work

Your current location would be at **Ashok Leyland Ltd, Chennai** or any place in India deputed by Ashok Leyland Ltd You can be transferred to any other company at the discretion of Placecraft Consultancy Services. The copy of the same as amended from time to time shall be shared with you.

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PLACECRAFT CONSULTANCY SERVICES

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Vijayawada Rural, NTR Dist., A.P.

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear T PRAMOD,

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear **V BHANU PRAKASH REDDY,**

We are pleased to welcome you to Placecraft Consultancy Services.

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S RAM Digitally signed by S RAM
Date: 2021.01.11 14:20:01 +05'30'

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear N RADHAKRISHNA ,

We are pleased to welcome you to Placecraft Consultancy Services.

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With Best Wishes,

For Placecraft Consultancy Services,

S RAM Digitally signed by S RAM
Date: 2021.01.11 14:20:01 +05'30'

Authorised Signatory

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear **P RAGHU,**

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PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

11 Jan 2021

Dear **SK KARIMUNNISA,**

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For Placecraft Consultancy Services,

S RAM Digitally signed by S RAM
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Authorised Signatory

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PLACECRAFT CONSULTANCY SERVICES

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placecraft

PLACECRAFT CONSULTANCY SERVICES

Letter of Offer of Employment

Dear **K G MAHENDRA,** **11 Jan 2021**

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Vijayawada Rural, NTR Dist., A.P.

TRYLOGIC
Design > Develop > Deploy
CIN:U72200TG2006PTC062170

www.trylogic.in

Where Logic Matters...

Date: 01-Jan-2022
Place: Vijayawada

To
Ms.B Chandu priya
D/o Rama Krishna
1-46,Jangareddygudem
West Godavari-534447

Subject: Letter of Appointment

Dear B Chandu priya,

We are pleased to offer you an appointment in our Organization TryLogic Soft Solutions AP Pvt. Ltd, as a Operation Team. You will be based on our Hyderabad Head Office; your anticipated start will be 01st Jan 2022. In case you do not join in the job by 03rd Jan 2022 this offer of appointment shall stand cancelled and void.

You will be on probation 3 months. Your transition from probationer to permanent-employee will be based on your appraisal at the end of the period of training.

You are required to agree to the special terms and conditions as described in Annexure - A1. Your Annual Compensation (CTC) will be Rs. 1,20,000/- (Rupees One Lakh Twenty Thousand Only) per annum will be paid as Stipend.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure - B. Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof above we retain the right to review our offer of employment. Employment as per this offer is subject to your being medically fit. Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. we assure you of our support for your professional development and growth.

Looking forward to having you with us.

With best regards

Sandeep.G
Managing Director
TryLogic Soft Solutions (AP) Pvt. Ltd

TRY LOGIC SOFT SOLUTIONS AP PRIVATE LIMITED
(An ISO 9001 : 2008 Certified Company)
Corp.Office : #201 & 202, Bhavana Towers, S.O. Road, Secunderabad-500 003. Telangana, India.
Tel: +91-040-4007 6967
Email:info@trylogic.in, bnd@trylogic.in

RECOGNIZED & ASSOCIATED BY THE FOLLOWING PRESTIGIOUS ORGANIZATIONS

Confidential

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Department of Training & Placement
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VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P

COARTHA
TECHNOSOLUTIONS

Date: 01-03-2022

To,
Mr. Ramisetti Sai Durga,

We are pleased to confirm our offer of employment to you as Associate Software Engineer with CoArtha Technosolutions Pvt. Ltd. (herein after referred as "Company" or "CoArtha").

CoArtha is an emerging Information Technology & Product Development Company Founded in 2011. CoArtha is guided by a strong value system. These values nurture ethics empowerment, commitment and resilience and are practiced at every level. We provide "transformational value" to our customers through combination of mature processes, best practices and value driven delivery models.

Role and Responsibilities

- Understand and get clarity in requirements relating to the work assigned. Provide most likely estimations, complete the tasks with utmost quality and User Experience (easy-to-use, aesthetically appealing, efficient, and fast). Show passion and innovation in your work.
- Be efficient at work, learn & experiment continuously and build scalable solutions.
- Be a team player, brainstorm your solution approaches / killer ideas / assumptions with Product Management team, contribute to the organization with your technical, documentation, collaboration, customer focused skills / attitude. Lead others, where applicable, by example.
- Derive business value to our Customers by following industry best practices relating to User Experience & Business Process (, etc.)

Employment Terms and Conditions

Compensation – Your Monthly salary will be revised according to below performance guidelines.

Performance Milestone	Measurement Criteria	Salary (Per Month)
Associate Software Engineer	Learn & Implement cutting edge technologies (e.g. MEAN Stack, D3.js, Other Visualization Tools), Productivity & Technical Contribution	Rs. 15,000 plus PF

Working Hours – The regular working hours of the company is 9:00 AM to 7:00 PM (or flexible). Employees under training, working in client locations OR handling clients at other geographies will follow the respective working timelines. You will be required to work in different time zones basing on company's business need.

Work Location – you will be based in Hyderabad but the Company may require you to work at any of its locations and its subsidiary locations OR on customer sites, within OR outside India.

Background Verification – The Company will have the right to carry out background checks on the documents and information provided by after your reporting at CoArtha. As a result of the background verification, reference checks or any subsequent inputs, if any information or documents supplied by you are found to be false or misleading, this employment contract will be rendered null and void and

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you will be liable to repay all expenses borne by the Company towards your hire, relocation, onboarding, training and any salary paid to you.

The benefits included in the cost to company are:

Annual benefits: Earned Leave Encashment — Earned leaves will be encashed over and above 18 days at the end of financial year.

Other Benefits:
Gratuity — On completion of five years of continuous service with the Company you will be eligible for gratuity as per the Payment of Gratuity Act.
Annual Leave/Public Holidays — You will be eligible for 18 days of privileged leaves in addition to 10 days of medical leave and public holidays as per the company's published holiday calendar. Please refer to the Company's Leave Policy for further details in this regard.

Notice Period/Termination — Your services in this Company may be terminated by giving you 3-month notice in writing, or by paying you 3 months' basic emoluments in lieu thereof, in the event of your nonperformance. You would be required to give 3 months' notice if you want to resign from the services of the company. In the event of committing any breach of terms and conditions of service or you are found guilty of misconduct or any disciplinary actions, willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any member of the Company, the Company may terminate your employment forthwith without notice.

Employee shall not during the period of this agreement work directly or indirectly in any similar trade or business either as employer or partner or advisor or in any other capacity.

Probation Period: You will be in probation for a period of 6 months from the date of joining. The company reserves the right to extend probation with a valid reason. Performance will be reviewed as depicted under the Compensation section.

Your employment with the Company is subject to (i) your unconditional acceptance and execution of the Employment Agreement and the Intellectual Property and Confidentiality Agreement and such other documents that may be presented to you. (ii) You will also be governed by change in company policies time to time and by all other instructions/rules/policies of the company, which are not specifically mentioned in this letter. For further clarification, if any, please get in touch with HR Department.

Note: Taxation will be governed by the Income Tax rules. The Company will be deducting income tax at source as per income tax guidelines.

For CoArtha Technosolutions Pvt. Ltd.

Rana Pratap Simh Mukthavaram
Product Manager (Innovation)
Date: 01-03-2022

COARTHA TECHNOSOLUTIONS

R. Sai durga

Name: Ramisetti Sai Durga
Date: 01-03-2022

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Bourntec/India/Fresher 2022 03 Jan 2022

EMPLOYMENT APPOINTMENT LETTER

Miss. Manasa Morampudi
2-27, Vissannapeta mandalam, Veeraraghavapuram,
Krishna,Andhra Pradesh-521214
Mail ID: manasamorampudi4626@gmail.com
Mobile Number: 9493276732

Dear Manasa Morampudi,

Subsequent to your interest and application for the Trainee role, the selection process that you have gone through, it is with great pleasure that our Company, **Bourntec Solutions Private Limited ("Bourntec")** appoints you in the role of **Trainee - Software Engineer.**

Your Total Cost to Company (TCTC) will be INR **4,50,000/-** per annum (Rupees Four Lakhs and fifty thousand only). This includes and consists of the Fixed Component, Applicable Statutory Benefits and Variable Pay if any and other benefits as outlined in **ANNEXURE-A.**

This offer has been made based on the information furnished by you. However, if there is any discrepancy in the given Documents/Certificates, the company reserves the right to revoke the offer at any time without any notice. Your employment is governed by the terms and conditions appended in this letter.

This offer is valid till the **04 Jan 2022.** Please accept the offer by responding to this mail/letter before the mentioned date.

You are expected to join the organization on or before **5 Jan 2022.**

We look forward to our association and welcome you to a successful career with Bourntec.

Wishing you all the best,
For Bourntec Solutions,

Deepa Ghadiyaram
Manager HR
Bourntec Solutions Pvt. Ltd.

I have completely read the offer, understood the contents, and accept the following specified terms and conditions.

Signature: M Manasa

Date: 04 Jan 2022
Place: Veeraraghavapuram

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Employment Contract - Terms and Conditions of Appointment

1. **Date of Commencement of Employment:** Your date of reporting and joining our office as per offer letter.
2. **Position:** Trainee - Software Engineer
3. **Compensation:** 4,50,000
4. **Department / Function:** Software Development
5. **Reporting:** You will report to the Manager assigned by Bourntec from time to time depending on the requirements of the deliverables and your role.
6. **Place of Work:** Your place of work will be based at the offices of Bourntec in Hyderabad. However, you may also be transferred / assigned to any of its subsidiaries and affiliates or group companies whether in or outside of India as needed by the Company from time to time.
7. **Benefits:**
   a) **Holidays and leave:** You will be entitled to avail official paid holidays and leaves as per the Company policies in force at the time.
   b) **Salary cycle:** The salary cycle will be from the 1st of each month to the last date of the same month. The salary will be credited to the corporate salary bank account/ or by cheque after the last working day of the month.
8. **Hours of Work:** Your working hours will be governed by applicable law and requirements applicable to your job description depending upon your place of posting and as amended from time to time. You should be prepared to work on any shift, as may be warranted by the Company's work requirement.
9. **Contract Terms and Notice Period:**
   a) The term of the employment shall be for 24 months after the completion of the mandatory On-Job Training which is for a period of 6 months starting from the date of this employment agreement.
   b) You will be placed on probation during the first six (6) months of your joining the Company. The period of probation may be reduced or extended at the sole discretion of the Company. Your confirmation is subject to our evaluation of your performance. If your performance is satisfactory, you will receive a letter of confirmation, at the end of our Confirmation Appraisal process. If your performance is unsatisfactory during the probation period, the Company reserves the right to terminate your services in accordance with this letter.
   c) As per the company's current policy, the notice period is Two Months for employees. Your relieving from the services, however, **depends on the satisfactory completion of the mandatory service period** as agreed on bond and any assignment(s) you are working on during the said notice period and the completion of hand over formalities as defined by your supervisor. Please bear in mind that the company's policies (including the one pertaining to notice period/separation) are subject to change from time to time and you will be communicated with those changes in a timely manner.

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d) If you desire to leave the company's service at any time post the mandatory service, you will be required to give Two Months of clear notice in writing from the date of resignation. On receipt of such notice, the management may either retain you for the whole of the two months or may advance the effective date of termination of service depending on work and delivery requirements of the organization and at the discretion of the organization.

e) If at any time, in the reasonable opinion of the Company, you are found guilty of serious misconduct, the Company may terminate your employment without notice and any payment thereof. Serious misconduct includes, but is not limited to:

1) Violation of any of the terms of this Agreement.
2) Refusal to abide or obey a reasonable command or expectations of the Company, and not performing the duties assigned under this Agreement.
3) Dishonesty, Theft, Serious Neglect, Gross Misconduct, Misrepresentation.
4) Expressly or by implicitly repudiating this Agreement.
5) Act in such a way (whether in the course of your employment or not) as to bring the Company, its subsidiaries, or affiliates into disrepute.
6) Being convicted of any criminal offence.
7) Being convicted of or charged with an offence involving moral turpitude.
8) Doing any act detrimental or damaging to the Company, its affiliates, or clients.

f) Retirement age: The age of retirement will be upon attainment of 58 (Fifty-Eight) years calculated as per your official birth records. The management may extend this age at its discretion in individual cases.

g) It must be specifically understood that this offer is made based on your proficiency of 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, if 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 minimum standards set by the company, the company shall have the right to terminate your services at its own discretion.

10. **Code of Business Conduct:** All the time during the term of your employment with Bourntec you are required to comply with all applicable rules, laws, regulations of the land and Bourntec code of Business conduct. You are advised to read the **Code of Business Conduct** thoroughly as soon as your employment commences or read within 5 business days of employment start and attend all mandatory trainings as advised from time to time.

11. **Intellectual Property:** Your duties could include formulating new strategies, initiatives and encouraging creative work in the respective department. Copyright or other intellectual property may subsist in the work that is expected to be generated. Any such intellectual property rights shall vest absolutely in the Company, and its clients, affiliates or subsidiaries and you undertake to execute all necessary documents and do whatever else may be necessary to secure those rights, even after your employment has ended, including a deed of assignment of any intellectual property substantially.

12. **Confidentiality:** As a part of your employment with the Company, you will be required to execute a Non-Compete and Non-Disclosure Agreement shared on the date of joining, the terms of which will be binding on you. All information concerning the business, practices, finances, strategies, plans etc., of the Company shall be considered as strictly confidential and any breach thereof is deemed a serious misconduct which entitles the Company to terminate your employment in accordance with the provisions therein.

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13. **Non-Disclosure & Non-Use** In this Agreement **"Confidential Information"** means the contents of this Agreement, any discussion regarding the nature and performance of the services rendered and/or to be rendered by the Employee and all other information including but not limited to or, by way of example but without limitation data, trade secrets, inventions, mask works, concepts, ideas, processes, formulas, source and object codes, data, programs, other works of authorship, know-how, discoveries, developments, designs, techniques and information regarding plans for research, development, new products, strategic plans, marketing and selling, business plans, budget, licenses, price and costs, prospective or current suppliers and customers, financial, business, economic, technical, operational, commercial, employment, management, planning and other information, data, material and expertise of whatever kind whether oral, in writing, by demonstration or in any other form relating to the Company which is either directly or indirectly may not be disclosed outside Bourntec or to a linked entity without prior written approval of an authorized person.

14. **Non-Compete Agreement** Upon this agreement the employee agree that during the course of his/ her employment with the Company and for a period of 1 (ONE) year from the date of resignation or termination of his/ her employment, without the consent of the Company in writing that:

    1) The Employee will not, directly, or indirectly, offer employment to or hire, solicit, induce, recruit, approach, entertain or accept an application for employment or encourage any of the Company's employees to leave their employment with the Company.
    2) The Employee will not directly or indirectly approach, solicit, contact, call upon, communicate with, or attempt to communicate with any customer of Company (Past and Future) or otherwise interfere with the business relationship of the Company with any person who is or was, during the term of the Employee's employment, a customer of the Company and/or had material business with the Company.
    3) The Employee will not, directly, or indirectly, as an agent, consultant, owner, partner, director, employee, officer, or participant, engage in or assist any other person or entity to engage in any business that competes with the business of the Company.

15. **Information Security Management System Policies:** You will be required to sign an agreement to abide by the Information Security Management System Policies of the Company.

16. **Non-Violation:** You represent that by accepting the terms of this agreement you will not be in violation of the terms of any agreement with your previous employer/s or any other third parties.

17. **Company Property:** When your employment ends, for whatsoever reason, you will, before being relieved from the Company, return to the Company:

    a) all equipment and materials belonging to the Company, its clients, affiliates, or subsidiaries, along with any passwords, information or other objects required to use the equipment.

    b) every company document (including electronic documents) of whatever description in your possession or control, or knowledge together with any copies, notes or summaries of such documents and your own working papers, for all of which you undertake to make a diligent search.

    c) all and any other Company property, including confidential information, in your possession or control.

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18. **Outside Interests:** You shall not (or jointly with any other person, firm, or organization and whether directly or indirectly) carry on or be engaged in or interested in any other business during the period of this agreement.

    You shall devote all your working hours in the service of the Company and shall not engage in, continue to be engaged in, invest in, be a director of, start or support any other business without the prior written consent of the Company.

    You represent and undertake to the company that you are not under any non-compete restrictions applicable to you from any previous employment or any other contract, which restricts you taking up employment with the company.

19. **Non Disparagement:** You agree that you will not disparage, defame, discredit or denigrate or encourage others to, disparage, defame, discredit or denigrate the company or any member or employee of Company or engage in any activity which would have the effect of disparaging, defaming, or discrediting Company, or its members, managers, affiliates, officers, directors, clients, employees or agents in their respective capacities as members, affiliates, officers, directors, employees or agents, in any way. For the purposes of this agreement, the terms disparage, defame, or discredit includes without limitation comments or statements made in any matter or medium, orally or in writing about the company which would adversely affect any manner of the conduct of the business of the company, without limitations to the company's business plans or prospects or the business reputation of the company and that neither you nor anyone acting on your behalf will publish, post, or otherwise release any material in written or electronic format, make speeches, gain interviews, or make public statements that mentioned the company, its operations, clients, employees, products, or services without the prior written consent of the company.

20. **Past Record:** If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information, you will be terminated from services, without any notice. You will also be liable for such damages or such action as may be determined by the Company.

21. **Background Checks:** The Company may, at its discretion conduct background checks anytime, prior to or after your joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and any other particulars provided by you, and to conduct any criminal checks You expressly consent to the Company conducting such background checks through acceptance of this offer. In this regard, you are required to furnish the documents listed in "ANNEXURE-II". If the Company is not satisfied, in its reasonable discretion, with the outcome of the background checks, the Company reserves the right to take any appropriate action against you, including, but not limited to termination of your employment.

22. **Amendments:** You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to amend or modify any or all of the above terms and conditions which shall be binding on you.

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23. **Governing Law:** This agreement shall be governed by the laws of India. And the courts of Hyderabad, Telangana state shall have exclusive jurisdiction to settle any disputes that may arise in relation to interpretation and performance of this agreement.

For
Bourntec Solutions Pvt. Ltd.,

Deepa Ghadiyaram
Manager HR
Date: 03-01-2022

Name: M. MANASA
Signature M.Manasa.
Date: 04-JAN-2022

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ANNEXURE-I

Salary Breakup

Name	Manasa Morampudi	
Designation	Trainee - Software Engineer	
Function / Department	Software Development	
Date Of Joining	05th January 2022	
Components	Per Annum	Per Month
A.Base Salary		
Basic	1,77,200	14,767
HRA	70,880	5,907
Conveyance Allowance	19,200	1,600
Medical Allowance	15,000	1,250
Special Allowance	72,120	6,010
A. Total Net Salary	3,54,400	29,533
B. Deductions		
Provident Fund (PF)	43200	3,600
Professional Tax	2400	200
B. Total Deductions	45600	3800
C. Variable Pay		
C. Variable Pay	50,000	NA
D.Cost to Company (CTC): (A+B+C)	4,50,000	33,333

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

- The payroll processing will be as per Company policy notified from time to time.
- Floating Medical Insurance Coverage of Rs.2,00,000 (for self, spouse and 2 unmarried, dependent children).
- Round the Clock Group personal accident insurance coverage.
- Women associates joining Bourntec will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017.
- Employee and employer contribution of PF have been included as a part of the above-mentioned compensation.
- Employee's contribution towards PF and ESI will be made from the monthly salary. If employee moves out of ESI coverage on account of his/her salary crossing the defined threshold, deduction of employer and employee's contribution would continue up to the ESI contribution cycle defined by law.
- In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
- The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

M. MAHASA

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- Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.
- The company will deduct your applicable Taxes from your monthly income and remit to the tax authorities on your behalf as TDS. Where applicable the Company will issue tax deduction certificates thereof.

ANNEXURE-II

Kindly carry hardcopies of all the below mentioned documents in originals along with a set of photocopies on the date of joining - (Mandatory) and submit to HR duly self-attested.

List of Documents
3 passport size colour photographs
Signed Indemnity Bond
Signed Bourntec offer letter
10th Standard or high school equivalent marks list or certificate
12th Standard or higher secondary / intermediate equivalent certificate
Graduation - Marks list & certificate
Post-Graduation - Marks list & certificate if applicable
Updated profile
PAN card
Passport/ Aadhaar card
Proof of permanent and current addresses

Note: You are expected to report to the Human Resources – Onboarding team on the date of your joining.

M. Mahesh

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Vedantu
Learn LIVE Online

INTERNSHIP AGREEMENT
(Private & Confidential)

Dear Katuri Anuhya,

We are pleased to offer you a position as an intern at Vedantu Innovations Private Limited (Vedantu) on the terms set out in this agreement (**Agreement**).

1. Internship

1.1 The content of your internship program will be determined by an assigned member from [Human Resources], who will also be your main point of contact for further guidance during your internship program. The purpose of this internship program is to provide you with relevant guidance and to equip you with experience that will be helpful in your future career. In furtherance of this, you may be asked to execute various assignments/tasks from time to time during the course of your internship. You should use your best efforts in performing and delivering the tasks. During the tenure of your internship, you should work closely with your mentor, **Mr/Ms Siddharth Mitra, Program Lead** who will guide you and review your assignment to ensure that the internship is an enriching experience for you.

1.2 During your internship with Vedantu, you may be required to be present on the physical premises of Vedantu and you are expected to comply with all applicable rules and regulations of Vedantu as enforced from time to time in respect of the matters not covered by this Agreement. Vedantu's decision on all such matters will be final and binding on you.

1.3 It is clarified that you are not an "employee" or a "workman" for the purposes of any employment statute and Vedantu does not provide any assurance, warranty or guarantee that you will be employed by Vedantu upon completion of your internship or be entitled to definite compensation.

1.4 By acceptance of this letter and by agreeing to work in training/internship with Vedantu, you agree to have read and understood the terms of this Agreement and undertake to not impose directly or indirectly any right to be in employment of be employed by Vedantu for any compensation, consultancy or otherwise either during or on completion of the internship contemplated herein.

2. Location

2.1 Vedantu reserves the right to allow you to either work remotely or from Vedantu's offices based in Bangalore, as may be communicated to you, from time to time.

2.2 In the event you are required to travel for Vedantu's work, Vedantu will reimburse you for internship-related expenses in accordance with and subject to its travel and expense reimbursement policy, as amended from time to time. Vedantu will only reimburse pre-

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approved expenses which are supported with documentary evidence of the expense (e.g. original receipts). Please refer to Vedantu's travel and expense reimbursement policy.

3. Stipend and Certificate

3.1 During the Internship period, you will be eligible for the Incentives upon the revenue you generate.

- Depending upon your performance in the Internship period, you may be awarded with a Permanent Placement Offer with CTC upto Rs. 320000 PA.
- You will however not be entitled to any other allowances or benefits given to the employees of Vedantu during the Internship period.

3.2 On your successful completion (as may be determined at the sole discretion of Vedantu) of the internship program, you will be provided an internship certificate by Vedantu.

4. Term of the Internship

Your internship program shall be for a maximum term of 1 (one) month, starting on up until

5. Working Hours and Leave

5.1 For us to be able to effectively equip you with the skills you would require in your future professional career, you would be required to be available for **9 hours** each day (with 1 hour break) during the course of your internship.

5.2 During the course of your internship, there will be no Provision for leave. Any emergencies need to be discussed with the reporting manager.

6. Termination

6.1 During your internship program, either party may terminate this Agreement by giving a days' notice in writing. The Parties agree and understand that if you are unable to generate Sales or for other or no reason at the discretion of Vedantu, your internship will be terminated on an immediate basis. You are reminded that in the event, you are unable to generate Sales, Vedantu will not be liable to pay any amount of stipend or Incentive to you.

6.2 Vedantu shall be entitled to terminate this Agreement with immediate effect (but without prejudice to the rights and remedies of Vedantu for any breach of this Agreement and to your continuing obligations under this Agreement) if you are guilty of dishonesty or serious or persistent misconduct, or without reasonable cause neglect or refuse to attend to

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your duties or fail to perform any of your obligations hereunder, or fail to observe Vedantu's disciplinary rules or any other applicable regulations of Vedantu.

7. **Limited Authority**

You will not enter into any commitments or dealings on behalf of Vedantu or be a party to any alteration of any principle or policy of Vedantu or exceed the authority or direction vested in you without the previous sanction of Vedantu or those in authority over you. Any violation of this may lead to termination of your internship program with immediate effect.

8. **Declaration of interest**

Without prejudice to the provisions of Clause 10 of this Agreement (Non-competition), you will notify Vedantu in writing of all business interests that you have directly or indirectly related to the business or activities of Vedantu.

9. **Confidentiality/Intellectual Property**

9.1 You shall keep confidential all the information and material provided to you by Vedantu or by its clients concerning their affairs or any information that comes to your knowledge during the course of the internship program, except as required to perform tasks during the course of your internship. Your obligation to keep such information confidential shall remain valid even on the termination or cancellation of your internship.

9.2 You shall also keep your internship terms and conditions strictly confidential. Any disclosure will constitute a breach of this Agreement and may result in termination of this Agreement.

9.3 You may be required to be involved in developing material for both in-house usage as well as for other purposes based on Vedantu's requirements. Any material or intellectual property so developed shall be the exclusive property of Vedantu and you shall not use the same in any personal capacity, during the term of the internship program or at any point in time thereafter. You agree to assist and cooperate with Vedantu in perfecting Vedantu's rights in all such materials and intellectual property.

9.4 You shall also disclose to Vedantu any discovery, invention, process or improvement made or discovered by you while with Vedantu and such discovery, invention, process or improvement shall belong absolutely to and be the sole property of Vedantu.

10. **Non-competition**

You acknowledge that during the course of your internship with Vedantu, you may become familiar with Vedantu's trade secrets and the other confidential information concerning Vedantu, its associates, related companies and that your work may be of a special, unique and extraordinary value to Vedantu. You agree that during the term hereof

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
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Vijayawada Rural, NTR Dist., A.P

directly or indirectly own, manage, control, participate in, consult with, render services for (as an intern or otherwise), or engage in any business competing with the Vedantu.

11. **Return of Vedantu Property**

11.1 You will be responsible for the safe return of all the properties of Vedantu including any drawings, software, employee data, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to Vedantu or any reproduction thereof which may have been provided to you during the course of your internship with Vedantu or which may be in your use, custody, care or charge. For the loss of any property of Vedantu in your possession, Vedantu will have a right to assess the value of the loss on its own basis and recover the damages as it deems proper in the event of your failure to account for such material or property to its satisfaction.

11.2 On expiry or earlier termination of this Agreement, you shall immediately hand over all papers, documents and other property of the Vedantu as may be in your possession, custody, control or power, including but not limited to any phones, computers, vehicles, etc. provided by Vedantu.

12. **Data Privacy**

As a part of your background check, as well as during the course of your internship with Vedantu, Vedantu may collect personal information, including but not limited to, your bank details, credit history, medical records and history, and such other personal data or information as it may deem necessary, from time to time, as necessary for the purposes of your internship. You hereby acknowledge and grant your consent to Vedantu collecting, using, processing, storing, disposing off, and transferring, whether to any third party service providers, within or outside India, any such personal information relating to you.

13. **Tax Liability**

You will arrange to take care of your tax liabilities, i.e. income tax, professional tax or any other tax as may be applicable to the aforesaid stipend payments, and Vedantu will not be liable for the same. All stipend and other payments (if any) to you will be subject to tax withholding in accordance with applicable laws.

14. **Governing Law and Dispute Resolution**

This Agreement shall be governed by and construed in accordance with the laws of India. The courts in Bangalore will have exclusive jurisdiction in relation to all disputes arising out of this Agreement.

This Agreement constitutes the entire terms and conditions governing your engagement as an intern with Vedantu.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Vedantu
Learn LIVE Online

If the terms and conditions of this agreement are understood and accepted, please sign and return the attached copy of this Agreement.

Yours sincerely,
For *Vedantu Innovations Private Limited*

_____
Vamsi Krishna
Co-Founder

Acknowledgement

I hereby accept the internship assignment on the terms and conditions set out in the foregoing Agreement.

Signature: _____

Name: Katuri Anuhya

Date: 07-05-2022

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Vedantu Innovations Pvt. Ltd.

Salarpuria Softzone, Vedantu Innovations Pvt ltd 2nd Floor, Block B, Green Glen Layout, Bellandur, Bengaluru, Karnataka 560037

Payslip for Apr-2022

Employee Name	: Katuri Anuhya	Work Location	: **Bengaluru**
Designation	: Internship programe	Total Days	: 30
Department	: Development	LOP Days	: 0
Date of Joining	: 7/03/2022	Worked Days	: 25

Earnings	Amount (Rs)	Deductions	Amount (Rs)
BASIC	15000.00	Advance deduction	0.00
House Rent Allowance	6000.00	Provident Fund	3000.00
Conveyance Allowance	2000.00	Profession Tax	0.00
Special Allowance	2000.00	Income Tax	0.00
	25,000		3000.00

Net Pay : 25,000.00

Amount In Words : Rupees twenty-five thousandOnly

Mode of Payment : Bank Transfer

* This pay slip is computer generated hence no signature is required

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m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear V GOPI,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : V GOPI,

Designation : **Area Sales Manager**

Job Location : **Chittoor – Andhra Pradesh**

Compensation Package : **Total CTC = 4,67,400/- P.A.**

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	37,000/-	4,44,000/-
Total Deductions		
EPF Contributions (If Applicable)	Applicable	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	Not Applicable	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
Net Salary	35,000/-	4,19,900/-
Total CTC=Total Earnings+ Employers contributions	38,950/-	4,67,400/-

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Krishna Dt. A.P.

m.i.t.r.a.

Machines, Information, Technology, Resources for Agriculture

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear CH LEELA KISHORE,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : CH LEELA KISHORE, Designation : **Area Sales Manager**

Job Location : **Chittoor – Andhra Pradesh** Compensation Package : **Total CTC = 4,67,400/- P.A.**

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	Applicable	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	Not Applicable	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear P CHAITHANYAKUMAR,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

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3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : P CHAITHANYAKUMAR, Designation : Area Sales Manager

Job Location : Chittoor – Andhra Pradesh Compensation Package : Total CTC = 4,67,400/- P.A.

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
A	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	37,000/-	4,44,000/-
Total Deductions		
EPF Contributions (If Applicable)	Applicable	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	Not Applicable	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
et Salary	35,000/-	4,19,900/-
Total CTC=Total Earnings+ Employers contributions	38,950/-	4,67,400/-

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For M.I.T.R.A.Agro Equipments Pvt. Ltd.

Pankaj

(Padmapani B Shardul)
Sr. Mgr- Hr & Administration

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Signature & Name of Candidate

VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear K NAVYA SRI,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining :

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : K NAVYA SRI, Designation : Area Sales Manager

Job Location : Chittoor – Andhra Pradesh Compensation Package : Total CTC = 4,67,400/- P.A.

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear V PRAVEEN HARI KRISHNA,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

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3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : V PRAVEEN HARI KRISHNA, Designation : Area Sales Manager

Job Location : Chittoor – Andhra Pradesh Compensation Package : Total CTC = 4,67,400/- P.A.

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
[illegible]	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
[illegible]et Salary	35,000/-	4,19,900/-
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUMMA - 521 212
[illegible] Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear T SRAVANI,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
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3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : T SRAVANI, Designation : Area Sales Manager

Job Location : Chittoor – Andhra Pradesh Compensation Package : Total CTC = 4,67,400/- P.A.

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
[illegible]	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	37,000/-	4,44,000/-
Total Deductions		
EPF Contributions (If Applicable)	Applicable	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	Not Applicable	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
[illegible]et Salary	35,000/-	4,19,900/-
Total CTC=Total Earnings+ Employers contributions	38,950/-	4,67,400/-

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For M.I.T.R.A.Agro Equipments Pvt. Ltd.

Pankaj

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear D NAVEEN,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

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Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : **D NAVEEN,** Designation : **Area Sales Manager**

Job Location : **Chittoor – Andhra Pradesh** Compensation Package : **Total CTC = 4,67,400/- P.A.**

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	**Variable**	**Variable**
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

Mahindra Intervention Technology Resources for Agriculture

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear D SURESH,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUZVID - 521 212
Krishna Rural, NTR Dist., A.P.

m.i.t.r.a.

Machinery Information Technology Resources for Agriculture

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : **D SURESH,** Designation : **Area Sales Manager**

Job Location : **Chittoor – Andhra Pradesh** Compensation Package : **Total CTC = 4,67,400/- P.A.**

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	**Variable**	**Variable**
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear N NAVEEN,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : **N NAVEEN,** Designation : **Area Sales Manager**

Job Location : **Chittoor – Andhra Pradesh** Compensation Package : **Total CTC = 4,67,400/- P.A.**

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
[illegible]	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	**Variable**	**Variable**
[illegible]t Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

[illegible]

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
[illegible] A.P.

m.i.t.r.a.

Machinery Information Technology Assistance for Agriculture

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear T SASI KALA,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - [illegible] A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : **T SASI KALA,** Designation : **Area Sales Manager**

Job Location : **Chittoor – Andhra Pradesh** Compensation Package : **Total CTC = 4,67,400/- P.A.**

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
PA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	**Variable**	**Variable**
Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmanani R Shandil)
Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : **Y SRAVAN KUMAR,** Designation : **Area Sales Manager**

Job Location : **Chittoor – Andhra Pradesh** Compensation Package : **Total CTC = 4,67,400/- P.A.**

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	**Variable**	**Variable**
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmanani P Shardul)

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

Machines, Information, Technology, Resources for Agriculture

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear Y SRAVAN KUMAR,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUZ...
Vijaya...

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear B SONIYA,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : **B SONIYA,** Designation : **Area Sales Manager**

Job Location : **Chittoor – Andhra Pradesh** Compensation Package : **Total CTC = 4,67,400/- P.A.**

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	**Variable**	**Variable**
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear M YAGNAPAVITHRA,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : M YAGNAPAVITHRA, Designation : **Area Sales Manager**

Job Location : **Chittoor – Andhra Pradesh** Compensation Package : **Total CTC = 4,67,400/- P.A.**

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
[illegible]	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
[illegible]et Salary	35,000/-	4,19,900/-
Total CTC=Total Earnings+ Employers contributions	38,950/-	4,67,400/-

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, Krishna Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear B Lakshmi Prasanna,

This has reference to your application and the subsequent interviews you have had with us. We are please to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhr Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per busines requirement, further management reserves the right to change your Job Location as per busines requirement. Your appointment letter will be given to you at the time of joining.

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3. You are being found medically fit for the job.

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Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms an conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

M.I.T.R.A.Agro Equipments Pvt. Ltd.

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : **B Lakshmi Prasanna,** Designation : **Area Sales Manager**

Job Location : **Chittoor – Andhra Pradesh** Compensation Package : **Total CTC = 4,67,400/- P.A.**

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	**Variable**	**Variable**
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR D.Dt., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.202

OFFER LETTER

Dear ADDAPALLI BABY,

This has reference to your application and the subsequent interviews you have had with us. We are pleas to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andh Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per busine requirement, further management reserves the right to change your Job Location as per busine requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for further period at the Company's discretion. During the probationary period your services can l terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms ar conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : ADDAPALLI BABY, Designation : Area Sales Manager

Job Location : Chittoor – Andhra Pradesh Compensation Package : Total CTC = 4,67,400/- P.A.

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income t provisions.

For M.I.T.R.A.Agro Equipments Pvt. Ltd.

Pankaj

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : **Naveen Mukkara,** Designation : **Area Sales Manager**

Job Location : **Chittoor – Andhra Pradesh** Compensation Package : **Total CTC = 4,67,400/- P.A.**

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	**Variable**	**Variable**
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income ta provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
INUNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear A POOJITHA,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj.

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : A POOJITHA,

Designation : Area Sales Manager

Job Location : Chittoor – Andhra Pradesh

Compensation Package : Total CTC = 4,67,400/- P.A.

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	37,000/-	4,44,000/-
Total Deductions		
EPF Contributions (If Applicable)	Applicable	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	Not Applicable	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
Net Salary	35,000/-	4,19,900/-
Total CTC=Total Earnings+ Employers contributions	38,950/-	4,67,400/-

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income ta provisions.

For M.I.T.R.A.Agro Equipments Pvt. Ltd.

Pankaj

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear K TEJASWARI,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : K TEJASWARI, Designation : Area Sales Manager

Job Location : Chittoor – Andhra Pradesh Compensation Package : Total CTC = 4,67,400/- P.A.

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
[illegible]	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	37,000/-	4,44,000/-
Total Deductions		
EPF Contributions (If Applicable)	Applicable	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	Not Applicable	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
[illegible] et Salary	35,000/-	4,19,900/-
Total CTC=Total Earnings+ Employers contributions	38,950/-	4,67,400/-

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

Mainstreaming Information, Technology, Resources for Agriculture

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear **PRATHIPATI SONY,**

This has reference to your application and the subsequent interviews you have had with us. We are please to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhr Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per busines requirement, further management reserves the right to change your Job Location as per busines requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for further period at the Company's discretion. During the probationary period your services can l terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms a conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Sign. Date. _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada D.st., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : **PRATHIPATI SONY,** Designation : **Area Sales Manager**

Job Location : **Chittoor – Andhra Pradesh** Compensation Package : **Total CTC = 4,67,400/- P.A.**

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	**Variable**	**Variable**
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income ta provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUZVID - 521 212

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear N SURENDRAPRASAD,

This has reference to your application and the subsequent interviews you have had with us. We are pleas to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andh Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per busine quirement, further management reserves the right to change your Job Location as per busine requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended fo further period at the Company's discretion. During the probationary period your services can terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms a conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj.

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : N SURENDRAPRASAD, Designation : Area Sales Manager

Job Location : Chittoor – Andhra Pradesh Compensation Package : Total CTC = 4,67,400/- P.A.

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
RA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income ta provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)

Signature & Name of Candidate

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL / DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear P PRAVATHI,

This has reference to your application and the subsequent interviews you have had with us. We are please to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhr Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per busines requirement, further management reserves the right to change your Job Location as per busines requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

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Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms an conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : P PRAVATHI, Designation : Area Sales Manager

Job Location : Chittoor – Andhra Pradesh Compensation Package : Total CTC = 4,67,400/- P.A.

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income t provisions.

For M.I.T.R.A.Agro Equipments Pvt. Ltd.

Pankaj

(Padmapani B Shardul)
Sr. Mgr. Hr & Administration

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Signature & Name

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear R MOUNIKA,

This has reference to your application and the subsequent interviews you have had with us. We are pleas to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andh Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per busine quirement, further management reserves the right to change your Job Location as per busine requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
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You will be on probation for a period of 6 Months from the date of joining and this can be extended fo further period at the Company's discretion. During the probationary period your services can terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms a conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Date _____

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : R MOUNIKA, Designation : **Area Sales Manager**

Job Location : **Chittoor – Andhra Pradesh** Compensation Package : **Total CTC = 4,67,400/- P.A.**

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	**Variable**	**Variable**
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income ta provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212

m.i.t.r.a.

Machinery Information Technology Resources for Agriculture

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear T THARUN,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : T THARUN, Designation : Area Sales Manager

Job Location : Chittoor – Andhra Pradesh Compensation Package : Total CTC = 4,67,400/- P.A.

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
Net Salary	35,000/-	4,19,900/-
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)

Training & Placement Officer
Department of Training & Placement
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Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear K MRUDULA,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining: _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
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Vijayawada Rural, NTR Dist., A.P.

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Machinery Information Technology Resources for Agriculture

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : K MRUDULA, Designation : Area Sales Manager

Job Location : Chittoor – Andhra Pradesh Compensation Package : Total CTC = 4,67,400/- P.A.

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For M.I.T.R.A.Agro Equipments Pvt. Ltd.

Pankaj

(Padmapani B Shardul)

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Department of Training & Placement
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M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : GUDIPUDI ARAVIND, Designation : Area Sales Manager

Job Location : Chittoor – Andhra Pradesh Compensation Package : Total CTC = 4,67,400/- P.A.

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
Conveyance Allowance	1,850/-	22,200/-
Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
Net Salary	**35,000/-**	**4,19,900/-**
Total CTC=Total Earnings+ Employers contributions	**38,950/-**	**4,67,400/-**

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For M.I.T.R.A.Agro Equipments Pvt. Ltd.

Pankaj

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
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Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear DODDA SREENU,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUZVID - 521 202

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : DODDA SREENU,

Designation : Area Sales Manager

Job Location : Chittoor – Andhra Pradesh

Compensation Package : Total CTC = 4,67,400/- P.A.

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
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Total Gross	**37,000/-**	**4,44,000/-**
Total Deductions		
EPF Contributions (If Applicable)	**Applicable**	
Employee Contribution @12% (Statutory)	1,800/-	21,600/-
Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	**Not Applicable**	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
Net Salary	35,000/-	4,19,900/-
Total CTC=Total Earnings+ Employers contributions	38,950/-	4,67,400/-

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For M.I.T.R.A.Agro Equipments Pvt. Ltd.

Pankaj

(Padmanani R Shardul)
Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear M E CH VIDYA SAGAR,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

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Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : M E CH VIDYA SAGAR, Designation : Area Sales Manager

Job Location : Chittoor – Andhra Pradesh Compensation Package : Total CTC = 4,67,400/- P.A.

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
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Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
ESIC Contributions (If Applicable)	Not Applicable	
Employee Contribution @0.75% (Statutory)	-	-
Employer Contribution @3.25% (Statutory)	-	-
Bonus - Yearly Payable (NA)	-	-
Professional Tax	200/-	2,500/-
TDS	Variable	Variable
Net Salary	35,000/-	4,19,900/-
Total CTC=Total Earnings+ Employers contributions	38,950/-	4,67,400/-

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For M.I.T.R.A.Agro Equipments Pvt. Ltd.

Pankaj

(Padmapani B Shardul)

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m.i.t.r.a.

Mainstream Information Technology Revolution for Agriculture

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear K VENKATARAMAIAH,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

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We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

Date of Joining : _____

Training & Placement Officer
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Machines Information Technology Resources for Agriculture

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

ANNEXURE - A

Name : K VENKATARAMAIAH, Designation : **Area Sales Manager**

Job Location : **Chittoor – Andhra Pradesh** Compensation Package : **Total CTC = 4,67,400/- P.A.**

Incentive Structure - 0.2 % on monthly basis + 0.4 % on Annual payable subject to target achievement.

Particulars	Salary Per Month.	Salary Per Annum
Total Earnings		
Basic	14,800/-	1,77,600/-
DA	7,400/-	88,800/-
HRA	11,100/-	1,33,200/-
Medical Allowance	1,850/-	22,200/-
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Employer Contribution @ 12% + 1%=13% (Statutory)	1,950/-	23,400/-
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Employer Contribution @3.25% (Statutory)	-	-
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Total CTC=Total Earnings+ Employers contributions	38,950/-	4,67,400/-

You will be also covered under Company Group Insurance Policy.

Note - Net Amount will be variable after deduction of TDS. TDS amount will depend upon your income tax provisions.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

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Department of Training & Placement
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Vijayawada Rural, NTR Dist., A.P.

Mphasis
The Next Applied

DirectCore/RH8654573/275704/Pune/December/V1

PRIVATE AND CONFIDENTIAL

December 13, 2021

Budiputi Nithisha

Pulluru(v)

Andhra Pradesh Vijayawada

India .

Dear Budiputi Nithisha,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Trainee Associate Software Eng, in **Band** 5 and **Level** 1 with our organisation. The gross compensation will be **INR**2,50,000/- (Two Lakhs Fifty Thousand **rupees only**) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/-(Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/-(Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis:

- Your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 3 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination,

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Department of Training & Placement
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Innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the Mphasis way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us on December 17, 2021 at Pune. The reporting time is **10:00 AM.** You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

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ANNEXURE - 1

Name	**Budiputi Nithisha**
Band	**Band 5**
Level	**Level 1**
Title	**Trainee Associate Software Eng**
Salary Component	**Amount (in Rs./Month)**
Basic	8,333
House Rent Allowance	4,467
Leave Travel Allowance	NA
Special Allowance	2,083
Ex-Gratia / Bonus*	3,200
Total Fixed Cash	**18,083**
Variable Pay**	1,042
Employer Provident Fund	1,250
Mediclaim Insurance Premium	458
Target Cost to Company	**20,833**
Target Cost to Company (per annum)	**2,50,000**

Note:
* As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".

** Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

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ANNEXURE - 2

TERMS OF EMPLOYMENT

Your employment at Mphasis Limited. ("The Company") will be governed by the Company's policies as modified from time to time. Copy of the present policy will be made available to you on your joining the Company. In particular and without prejudice to the foregoing statement, some of the more significant terms and conditions that govern your employment, subject to modifications from time to time, are detailed below.

1) Hours of Work

1.1. A working day shall comprise of nine hours.
1.2. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 a year, subject to applicable laws. The shift timings may change from time to time which you would be notified of in advance.
1.3. At times you may be required to work beyond 8 working hours.
1.4. Employees at the client site shall follow the working hours as applicable at client site.

2) Place of Employment

2.1. During your employment with the company, you will be liable to be transferred or deputed to any of the offices, departments of the Company or its Associates, Subsidiaries or Group Companies, whether in India or abroad.
2.2. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with the Company's policies prevalent at that time.

3) Travel

You may be required to travel, whether in India or overseas, in connection with office work at short notice.

4) Salary and Benefits

4.1. Mphasis reviews employee compensation periodically and you may be eligible for salary increase based on review. However, any salary increase shall be at Company's sole and absolute discretion which is dependent on Organization's as well as individual performance.
4.2. In addition to salary, you shall also be entitled to receive other benefits as applicable under the Company policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you.
4.3. The term 'financial year' denotes the period starting from 1st November to 31st of October of the following calendar year

5) Relocation

You are eligible for relocation expenses reimbursement as per the company policy. In the event of your separation within 12 months of joining Mphasis, this amount has to be paid back to the company.

6) Group Insurance, Provident Fund and Gratuity

6.1. From the month following the month of joining, the Company will provide you coverage under the following Policies at no cost to you up to the date of cessation of employment:
6.1.1. Group Mediclaim Policy (for all employees)

Training & Placement Officer
Department of Training & Placement
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VIKAS GROUP OF INSTITUTIONS
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The Next Applied

6.1.2. Group Gratuity- scheme (all employees)

7) Leave Entitlement Policy

As per the Company's existing Leave policy you will be entitled to twenty four working days of Privilege leave annually which is calculated at 2 days' for every month of completed service. This is an earned leave and included any other form of casual or medical leave.

8) Termination

8.1. Your employment with the Company is subject to termination on:
8.1.1. month's prior notice by either side
8.2. The Company reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period.
8.3. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the required notice period as stated in our Company's HR handbook. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.
8.4. The Company shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:
8.4.1. You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with the Company policies and code of conduct; or
8.4.2. You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc) or commit any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; or
8.4.3. You commit any breach of any of your duties or obligations under this agreement or the policies of the Company.
8.4.4. There is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the information provided by you.
In the event of termination under Clause 8.4.2, you shall not be entitled to any benefits whatsoever.

9) Mode of Communication

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

10) Confidentiality

10.1. You agree at all times during the term of your employment and thereafter (without limit of time);
10.1.1. To hold the Confidential Information in strictest confidence, and not to use or attempt to use the same, except for the benefit of the Company, and
10.1.2. Not to disclose or divulge the Confidential Information to any person or entity without written authorization of the Company.
10.1.3. You agree to return to Mphasis all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion

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or termination of any project or upon cessation of your employment with Mphasis IT Services.

10.2. For the purposes of Clause 10.1, "Confidential Information" means any Company proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format and whether marked confidential or not), including but not limited to; research, business plans, products, product improvements, processes and process documents, services, projects, proposals, all work produced by you whether during normal working hours or not, computer program, documentation, customer lists and customers (including, but not limited to, customers of the Company with whom you become acquainted), markets, software, developments, inventions processes, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by the Company in any country or jurisdiction (until the same is generally available to the public), and any other business information of the Company including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you, whether such information is in tangible form or not, written or otherwise and formal or not. Confidential Information however shall not include knowledge, skills, or information which is common to the business of the Company, or which is generally known outside the Company.

10.3. You understand that retaining the confidential nature of the confidential information is of utmost importance to the business of the Company and in addition to the terms stipulated in this agreement herein you agree to execute a Non Disclosure Agreement with the company.

11) Intellectual Property

11.1. You agree that any proprietary rights whatsoever, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this employment with the Company shall belong to the Company absolutely.

11.2. You agree, at the Company's expense, to provide, during and after this employment, all such assistance as the Company reasonably considers necessary, to secure the vesting of such rights in the Company or Terms of Employment with Mphasis (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957).

12) Data Privacy Compliance Policy

You consent to the terms and conditions of the Data Privacy Compliance Policy stated below: -

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12.1. You consent to the processing of your personal data in accordance with the Company data privacy policy (the "Policy"), a copy of which can be obtained upon request;

12.2. In particular, you expressly consent to:

12.2.1. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Policy;

12.2.2. The transfer worldwide of personal data held about you by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.

12.3. The reference to information "about you" includes reference to information about third parties, such as spouse and children (if any), which are provided to the Company by you on their behalf. The reference to "sensitive personal Data" may be understood to include reference to the various categories of personal data identified by European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.

12.4. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Policy and other Company policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.

13) Non-Compete

You will certify to maintain Customer exclusivity and to this end, during the validity of this agreement and for a minimum of 2 years thereafter, you shall neither solicit business nor offer product/services and/or conduct any business, that directly competes with the kind of product/services that is offered by the Company to such client, either directly or indirectly with any of 'Mphasis' client or any third party exposed to you. In case you violate this provision, a minimum amount of Rs.3 lakhs shall be payable by you to Mphasis as damages.

14) Non Solicitation of Employees and Clients

You agree that during the period of your employment with the Company, and for one year after the date of termination of such employment (regardless of whether this cessation of employment is voluntary or involuntary, or caused by the breach of this Agreement by either party), other than on behalf of the Company, you will not, either directly or indirectly:

(A) Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, any employee of the Company; or

(B) Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, the business of any client, customer, potential client, potential customer, person, or entity with whom Employee had dealings as an Employee of the Company for any purpose related in any manner to the business of the Company.

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(C) You agree the foregoing restrictions are reasonable both as to time and extent given the nature and scope of the Company's present business and the duties of your employment.

15) Warranty

15.1. You warrant that your joining the Company will not violate any agreement to which you are or have been a party to.

15.2. You warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with the Company.

15.3. You warrant that you will comply with all Mphasis applicable policies and standards and shall perform your services in a manner consistent with the ethical and professional standards of Mphasis.

15.4. You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services

16) Indemnification

You agree to indemnify the Company for any losses or damages sustained by the Company caused by or related to your breach of any of the provisions contained in this Terms of Employment

17) Retirement

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the establishment if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month of your 60th birthday.

18) General

18.1. This agreement contains the entire agreement between the employee and Mphasis, and no alteration or variations of the terms of this agreement shall be valid unless made in writing and signed by both the parties here to. This agreement supersedes any prior agreements or understandings between the parties relating to the matter of proprietary rights and / or non disclosure

18.2. This agreement is made under and shall be construed according to the laws of India. Employee agrees to submit to the jurisdiction of the courts of Bangalore (Karnataka).

18.3. This agreement shall remain current and in force, irrespective of whether you are under employment of Mphasis or not.

18.4. Should any part of this agreement be declared illegal or unenforceable, the arties hereto will co-operate in all ways open to them to obtain substantially the same result or as much thereof as may be possible, including taking appropriate steps to amend, modify or alter this agreement. If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this agreement, or comprising an integral part of, or inseparable from the remainder of this agreement.

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Acknowledgement and Acceptance of Appointment with Mphasis

I, _____ have read and understood the above terms and conditions governing my employment with the company and hereby accept the above-mentioned appointment in totality.

I confirm my acceptance of the offer and shall report for work on _____ (Date).

Signature : _____
Name : _____
Date : _____
Place : _____

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Annexure - 3

At the time of joining Mphasis the following documents and information must be made available to us.

List of documents that need to be submitted at the time of joining, in order to complete your on boarding process.

Sl.No	Sl.No Documents
1	To process your salary - PAN card copy is mandatory, in case you do not have a PAN Card - apply for it online using the said URL https://tin.tin.nsdl.com/pan/index.html or apply on your day of joining at our helpdesk
2	Age Proof Certificate-Birth certificate/ (School certificates of ICSE/SSLC/CBSE)
3	Academic Certificates (Including additional certifications/ courses) supporting your education qualifications along with marks sheets*
4	Your latest salary slips or salary certificate*
5	Experience proof - Relieving letter from previous employers (if previously employed) *. The relieving letter or resignation acceptance need to be submitted in original
6	Service certificate from present Employer
7	Form 16 or Taxable income statement duly certified by previous employer (Statement showing deductions and Taxable income with break up) till the last date of your employment with them along with PAN number if available.
8	5 Passport Size Photographs
9	Copy of passport (All sheets)
10	Copy of your updated resume
11	Joining kit duly filled in by you
12	Signed - Non Disclosure Agreement

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- *Originals need to be submitted. These original certificates will be returned to you after due verification.
- 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.
- Being an ISO certified company, it is essential for you to submit these documents at the time of joining. We will not be able to process your records unless you submit all the documents mentioned above.
- It is mandatory for all Mphasis employees to possess a valid passport. Else, please apply for one. You are expected to have a valid passport within 60 days from the time you join Mphasis.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.
    - DOB and Name of Father, Mother, Spouse, Child/ Children
    - Educational details with the passing year
    - Your past experience details with the exact years and role played to be mentioned.
    - Blood Group
    - 1 Passport size photograph of all your dependent's
    - Your Citibank account number, if existing already.
    - Your PF account number with current employer
    - Your PAN number
    - Passport number, Place of issue, Date of issue, Validity: From and to date.

Digitally signed by DS MPHASIS LIMITED 1
Date: 2021.12.13 15:44:53 GMT
Reason: Authorised by Srikanth Kama
Location: Bangalore

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Offer: Computer Consultancy
Ref: TCSL/DT20207225722/Chennai
Date: 06/12/2021

Ms. Musugu Swathi
5-138Mbbs Hospital Back Side Road,
Atchampet,
Guntur-522409,
Andhra Pradesh.
Tel# 91-9704555686

Dear Musugu Swathi,

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.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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GROSS SALARY SHEET

Annexure 1

Name	Venkata Satya Kameswari Arisetti
Designation	Assistant System Engineer-Trainee
Institute Name	Vikas 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

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 / Xperience Program.

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

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

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

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Annexure 3

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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Krishna Dist., A.P.

(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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Vijayawada Rural, NTR Dist., A.P.

Offer: Computer Consultancy
Ref: TCSL/DT20219217552/Lucknow
Date: 14/01/2022

Ms. Venkata Satya Kameswari Arisetti
1-110Asramam Bazaar, Vinagadapa,
Vinagadapa,
Vinagadapa-521403,
Andhra Pradesh.
Tel# 91-7382455443

Dear Venkata Satya Kameswari Arisetti,

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.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TATA

Offer: Computer Consultancy
Re[redacted]
Date: 14/01/2022

Ms. Siva Durgadevi Eedibilli
2-53Mutyalamma Temple Street, Mallaparajupeta H/O Appannapeta,
Mutyalamma Temple,
Kesavaram-534186,
Andhra Pradesh.
Tel# 91-9613335659

Dear Siva Durgadevi Eedibilli,

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.

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

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

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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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m.i.t.r.a.

M.I.T.R.A. AGRO EQUIPMENTS PRIVATE LIMITED

Date - 13.01.2021

OFFER LETTER

Dear GUDIPUDI ARAVIND,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position as **Area Sales Manager** in sales Department for **Chittoor – Andhra Pradesh** Location with our Company, you also have to travel all horticulture pocket in AP as per business requirement, further management reserves the right to change your Job Location as per business requirement. Your appointment letter will be given to you at the time of joining.

Attached is a copy giving details of your salary package. (Refer "Annexure –A")

Your appointment is subject to:

1. Your joining the services of the company will be on or before **11th of APRIL 2021.**
2. Your written acceptance of the offer letter.
3. You are being found medically fit for the job.

You will be on probation for a period of 6 Months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with immediate effect.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **M.I.T.R.A.Agro Equipments Pvt. Ltd.**

Pankaj

(Padmapani B Shardul)
Sr. Mgr - Hr & Administration

I have read and accept the content/ terms and conditions:

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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 / Xperience 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.

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.

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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 recommended 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.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

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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

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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.

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

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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

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during 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.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

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

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.

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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,
  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 :

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*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.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.

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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 Â 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. Â 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 oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TCS Confidential

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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

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	Divya Yasam
Designation	Assistant System Engineer-Trainee
Institute Name	Vikas 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	3,36,977

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 / Xperience Program.

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

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

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

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Annexure 3

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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HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2021/4317
Date: - 4/15/2021
Dear B MAMTHA

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India.**
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different cations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst.** You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **9/6/2021** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISHMODI
Date: 2021.04.15

Manish Modi Manager

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
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DOC: - SA/TA/Hyd/2021/4319
Date: - 4/15/2021
Dear K SAMYUKTHA

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India.**
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The training will commence on **9/6/2021** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISHMODI
Date: 2021.04.15

Manish Modi Manager
Recruitment

Training & Placement Officer
Department of Training & Placement
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Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2021/4311
Date: - 4/15/2021
Dear CH ANITHA

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India.**
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The training will commence on **9/6/2021** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISHMODI
Date: 2021.04.15

Manish Modi Manager
Recruitment

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Department of Training & Placement
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Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2021/4316
Date: - 4/15/2021
Dear SK SHABEENA

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India.**
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The training will commence on **9/6/2021** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISHMODI
Date: 2021.04.15

Manish Modi Manager
Recruitment

Training & Placement Officer
Department of Training & Placement
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DIRECTOR
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DOC: - SA/TA/Hyd/2021/4318
Date: - 4/15/2021
Dear D VENKATESWARAMMA

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India.**
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
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The training will commence on **9/6/2021** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISHMODI
Date: 2021.04.15

Manish Modi Manager
Recruitment

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
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Tel: +91 (955) 026 0966 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2021/4308
Date: - 4/15/2021
Dear V SAI RAM KUMAR

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India.**
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
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Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISHMODI
Date: 2021.04.15

Manish Modi Manager

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HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2021/4322
Date: - 4/15/2021
Dear V ANKAMMA

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India.**
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
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Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISHMODI
Date: 2021.04.15

Manish Modi Manager

Training & Placement Officer
Department of Training & Placement
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Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2023/4488
Date: - 04/15/2021
Dear K SRI HARI PRIYA

Subject: -Conditional LOI

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Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISHMODI
Date: 2021.04.15

Manish Modi Manager

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 7/3/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081.
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2021/4321
Date: - 4/15/2021
Dear T UDAYA SRI

Subject: -Conditional LOI

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Sincerely,

Digitally signed by MANISHMODI
Date: 2021.04.15

Manish Modi Manager
Recruitment

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Department of Training & Placement
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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

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HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081.
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DOC: - SA/TA/Hyd/2021/4310
Date: - 4/15/2021
Dear B KRISHNA KUMARI

Subject: -Conditional LOI

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Date: 2021.04.15

Manish Modi Manager
Recruitment

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PRINCIPAL/DIRECTOR
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DOC: - SA/TA/Hyd/2021/4315
Date: - 4/15/2021
Dear K ANAND

Subject: -Conditional LOI

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Date: 2021.04.15

Manish Modi Manager
Recruitment

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Department of Training & Placement
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DOC: - SA/TA/Hyd/2021/4309
Date: - 4/15/2021
Dear Y SUKUNYA

Subject: -Conditional LOI

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Sincerely,

Digitally signed by MANISHMODI
Date: 2021.04.15

Manish Modi Manager
Recruitment

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Department of Training & Placement
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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
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Tel: +91 (955) 026 0066 [info@savantis.com] www.savantis.com

DOC: - SA/TA/Hyd/2021/4307
Date: - 4/15/2021
Dear T ANJANI KRISHNA VENI

Subject: -Conditional LOI

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Sincerely,

Digitally signed by MANISHMODI
Date: 2021.04.15

Manish Modi Manager
Recruitment

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

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DOC: - SA/TA/Hyd/2021/4312
Date: - 4/15/2021
Dear CH SWATHI

Subject: -Conditional LOI

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DOC: - SA/TA/Hyd/2021/4303
Date: - 4/15/2021
Dear P P NAGA SAIKUMAR

Subject: -Conditional LOI

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Sincerely,

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Date: 2021.04.15

Manish Modi Manager

Training & Placement Officer
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PRINCIPAL/DIRECTOR
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KUNDIA - 521 212
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DOC: - SA/TA/Hyd/2021/4301
Date: - 4/15/2021
Dear M PATRIKA

Subject: -Conditional LOI

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Manish Modi
Manager Recruitment

Training & Placement Officer
Department of Training & Placement
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DOC: - SA/TA/Hyd/2021/4314
Date: - 4/15/2021
Dear K VAMSI KRISHNAM RAJU

Subject: -Conditional LOI

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Date: 2021.04.15

Manish Modi Manager
Recruitment

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Department of Training & Placement
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PRINCIPAL/DIRECTOR
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DOC: - SA/TA/Hyd/2021/4306
Date: - 4/15/2021
Dear R PAVITHRA

Subject: -Conditional LOI

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Sincerely,

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Date: 2021.04.15

Manish Modi Manager

Training & Placement Officer
Department of Training & Placement
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DOC: - SA/TA/Hyd/2021/4313
Date: - 4/15/2021
Dear G KALYANI

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Manish Modi Manager

Training & Placement Officer
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DOC: - SA/TA/Hyd/2021/4320
Date: - 4/15/2021
Dear A SAI RAMYA

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Sincerely,

Digitally signed by MANISHMODI
Date: 2021.04.15

Manish Modi Manager
Recruitment

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

savantis

Savantis Solutions India Pvt Ltd.
2nd Floor, Plot no. 73/H, V3 Tech Enclave, Sector 3,
HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2021/4302
Date: - 4/15/2021
Dear B HARSHITH REDDY

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India.**
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst.** You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.
The training will commence on **9/6/2021** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISHMODI
Date: 2021.04.15

Manish Modi Manager

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HUDA Enclave, SY 64 P, Madhapur, Hyderabad – 500081
Tel: +91 (955) 026 0066 | info@savantis.com | www.savantis.com

DOC: - SA/TA/Hyd/2021/4305
Date: - 4/15/2021
Dear M SURESH

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India.**
Your place of training will be at **Hyderabad.** During the training period you are neither paid nor charged anything.
Please note you should not have any Active Backlogs during the time of training.
Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.
Your training location will be **Hyderabad.** However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.
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The training will commence on **9/6/2021** Your final assessment dates from the client will inform you during the training period.
Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISHMODI
Date: 2021.04.15

Manish Modi Manager
Recruitment

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APPOINTMENT LETTER

July 16, 2021

Dear Thotakura Sri lekha,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

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a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

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

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore,

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may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

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

7. Assignment of Intellectual Property

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

8. Non-Compete

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

9. General:

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

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

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

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

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.

ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.

iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.

iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.

v. You have any pending backlogs/ arrears on the date of appointment.

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

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10. Training Agreement:

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

11. Notice Period & Termination:

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

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

12. Pre Joining Program (PJP):

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

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

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

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

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has

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received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

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

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

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

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

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Thotakura Sri lekha

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

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

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

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

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

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

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

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

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

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

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

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

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

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

House Rental Allowance:

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

Wipro Benefit Plan (WBP):

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

1. **Leave Travel Allowance:**

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

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exempti...

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charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

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

4. **Education Allowance:**

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

5. **New Pension System:**

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

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

   i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

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1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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

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

Survivor Benefit Pension Program**:

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

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

I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

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

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

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

1. Your Life and Accident Cover :

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

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

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

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

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2. Voluntary Superannuation Policy (VSS)

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

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

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

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

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

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

☑ Signature Thotakura Sri lekha 16/7/2021 7:37 PM
(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

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

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APPOINTMENT LETTER

January 10, 2022

Dear SANAKKAYALA SUREKHA,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subj...

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relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

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

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with

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6. Confidentiality:

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

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

7. Assignment of Intellectual Property

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

8. Non-Compete

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

9. General:

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

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

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

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

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.

ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.

iii. For Graduates: You have not secured [illegible]

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and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

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

10. Training Agreement:

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

11. Notice Period & Termination:

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

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

12. Pre Joining Program (PJP):

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

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

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

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

I shall be reporting for duty on

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DECLARATION ON CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

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

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

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

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

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading.

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the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: SANAKKAYALA SUREKHA

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

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

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Total Cost to Company per annum	3,50,004

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

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

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

ANNEXURE – IV

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

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

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

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

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

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

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

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

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

House Rental Allowance:

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

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

1. **Leave Travel Allowance:**

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

2. **Telephone/Mobile Phone Allowances:**

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

3. **Non-transferable Meal card:**

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

4. **Education Allowance:**

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

5. **New Pension System:**

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

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

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a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

   i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default: it is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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

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

Survivor Benefit Pension Program**:

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

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

I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

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

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

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

1. Your Life and Accident Cover :

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

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

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

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

2. Voluntary Superannuation Policy (VSS)

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

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

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

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

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

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

☑ Accept ☐ Decline

☑ Signature SANAKKAYALA SUREKHA 10/1/2022 5:35 PM

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Vijayawada Rural, NTR Dist., A.P.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

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

22738657

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Department of Training & Placement
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August 19, 2021

HRD/3T/1002138361/21-22

Mr. Shodagiri Sampath
H-NO : 3-135-3, SC COLONY , PONNAVARAM(V)
VEERULLAPADU(M), KRISHNA(D)
Vijayawada-521180
India

Ph: +91-8985837833

Dear Shodagiri,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.08.19 13:24:22 IST
Reason: Digitally Signed
Location: Bangalore

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

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HRD/1002138361/21-22

August 19, 2021

Mr. Shodagiri Sampath
H-NO : 3-135-3, SC COLONY , PONNAVARAM(V)
VEERULLAPADU(M), KRISHNA(D)
Vijayawada-521180
India

Ph: +91-8985837833

Dear Shodagiri,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **06-Sep-2021.**

Location

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

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

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

Training

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

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Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

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

Training Performance - linked Incentive

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

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Ex - Gratia / Bonus

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

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

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

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

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

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Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

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

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

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

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

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

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

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

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

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Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Shodagiri Sampath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

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

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

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Shodagiri Sampath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
ONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

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

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

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of ... to the satisfaction of the ...

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Infosys

July 28, 2021

HRD/3T/21-22/1002137311

Ms. Nandam Pavani
Candidate ID: 1002137311
D.No:19-3-24/2,
Kothapeta,Sattenapali
Guntur - 522403
Andhra Pradesh
India
Ph: (91) 94410 18421

Dear Nandam,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 13, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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

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

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

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

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

Yours sincerely,

Training & Placement Officer
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Vijayawada Rural, NTR Dist., A.P.

Infosys

August 19, 2021

HRD/3T/21-22/1002131529

Mr. Boya Akhil
Candidate ID: 1002131529
Mettagudem, 3-05C
Ganijerla
Eluru - 534460
Andhra Pradesh
India
Ph: (91) 79014 71689

Dear Boya,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Infosys®

August 19, 2021

HRD/3T/21-22/1002131529

Mr. Boya Akhil
Candidate ID: 1002131529
Mettagudem, 3-05C
Ganijerla
Eluru - 534460
Andhra Pradesh
India
Ph: (91) 79014 71689

Dear Boya,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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

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

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

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

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Yours sincerely,

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VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Infosys

HRD/3T/21-22/1002136397

August 19, 2021

Ms. Allam Usha Rani
Candidate ID: 1002136397
Ff1 Jaya Sree Sai Durga Residency,Ntr Road,Golapudi
Near Ganganamma Temple, Gollapudi
Vijayawada - 521225
Andhra Pradesh
India
Ph: (91) 63017 76319

Dear Allam,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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

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Yours sincerely,

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VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear V VANAJA

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of Internship. You will be paid a stipend / compensation of INR 300000 /- Per Annum during your Employment.

Employment As per this offer is subject to your being medically fit. Please sign and return a duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
Vivek Parmar - (Chief Technology Officer)
RK Info Systems - Innovation | Skill | Expertise

RK INFO SYSTEMS Hyderabad

Note: All the terms and conditions of the Employment has been attached in the Annexure A

Training & Placement Officer
Department of Training & Placement
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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear M SWAPNA

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

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RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear S SOWMYA

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Vijayawada Rural, NTR Dist., A.P.

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INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear CH ESWARI KALYANI

Sub: Offer of Employment

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Vijayawada Rural, NTR Dist., A.P.

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INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear SK ASLEEM

Sub: Offer of Employment

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Vijayawada Rural, NTR Dist., A.P.

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INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear **K NAGA MADHAVI**

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

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Training & Placement Officer
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Vijayawada Rural, NTR Dist., A.P.

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INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear G NAGA DURGA

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

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Vivek Parmar - (Chief Technology Officer)
RK Info Systems - Innovation | Skill | Expertise

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Training & Placement Officer
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INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear P MOUNIKA

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

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RK Info Systems - Innovation | Skill | Expertise

RK INFO SYSTEMS Hyderabad

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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUZIVEEDU

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OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear G RAGHU BABU

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

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RK Info Systems - Innovation | Skill | Expertise

RK INFO SYSTEMS Hyderabad

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

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OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear **D NAGA LAKSHMI**

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

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Yours truly,
Vivek Parmar - (Chief Technology Officer)
RK Info Systems - Innovation | Skill | Expertise

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Training & Placement Officer
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Vijayawada Rural, NTR Dist., A.P.

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INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear **SRILAKSHMI KOLANUPAKA**

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 01 2021. You will be based in Hyderabad Location.

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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

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Annexure – A

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.

Nature of Work:

Your nature of work mainly includes all the aspects of the duties as mentioned during the interview_ as well as any other ad-hoc duties assigned to you from time to time. You will work at a high standard of initiative, creativity, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your senior from time to time.

Working Hours:

The regular working hours of the company are from morning 09: 30 am to 06: 30 pm in the evening.

Late comings:
The Company follows a strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day marked as absent for every three late marks (or as per your company policy).

Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in a training programme without any extraneous circumstances would lead to automatic termination of your Internship.

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
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Performance Reviews/Appraisal:

The Company follows a policy of monthly/quarterly/half yearly/annual performance reviews, which are linked to performance incentives every quarter/half year/year. You will be eligible for performance based incentives on the basis of your gross monthly salary on the basis of your performance during the previous quarter/six months/year.

The Company also has a policy of six monthly/annual salary appraisal based on performance. You will be eligible for a salary appraisal under this policy based solely on the performance ratings achieved during the previous six months/one year.

Leave:

You will be entitled to leave as per law in force and as laid down in the Standing Orders of the company. The company follows a strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day of absence counted for every three late marks.

Security:

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to computer systems, disabling all working stations, floppy disk drives and company wide awareness about the need for protection of intellectual property and sensitive customer information.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Training & Placement Officer
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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear **B SIVA VENKATA NAGA KALYANI**

Sub: Offer of Employment

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RK Info Systems - Innovation | Skill | Expertise

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NUNNA - 521 212
Vijayawada [illegible] A.P

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Annexure – A

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VIKAS GROUP OF INSTITUTIONS

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VIKAS GARDENS - 521 212
Vijayawada Rural, NTR Dist., A.P.

RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear V SAMRASIMHA REDDY

Sub: Offer of Employment

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We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
Vivek Parmar - (Chief Technology Officer)
RK Info Systems - Innovation | Skill | Expertise

RK INFO SYSTEMS Hyderabad

Note: All the terms and conditions of the Employment has been attached in the Annexure A

Training & Placement Officer
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Ibrahimpatnam Mandal, NTR Dist., A.P

Note: All the terms and conditions of the Employment has been attached in the Annexure A

RK INFO SYSTEMS
INNOVATION IS WHAT WE AGE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear N NAGARJUNA

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

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Vivek Parmar - (Chief Technology Officer)
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RK INFO SYSTEMS Hyderabad

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Genius Consultants Ltd.
Office :
19, 2nd Floor, Flowers Road, Near Sangam Theatre, Chennai - 600 084. INDIA
CIN No.: U74140WB1993PLC059586
Ph : 044 - 2844 8811 / 7186
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

22-Feb-21

Mr. K N VENKATA RAJESH

Location-AMARAVATI (Andhra Pradesh)

Dear Mr. K N VENKATA RAJESH

Sub: Offer Letter

Further to the discussions our Client's office had with you, we are pleased to offer you the position of, EPR EXECUTIVE Located at AMARAVATI (Andhra Pradesh) you will be required to work under the client's instruction. You are hereby requested to join duty on or before 3/3/2021(MM/DD/YYYY) and produce the following documents at Genius.

1. Passport size photos–3nos
2. Photocopies of School, College and Professional certificates
3. Relieving letter from Previous Employer
4. Photocopy of Aadhar card, Pan Card, Ration Card & voters ID
5. Personal Savings Bank A/c proof (Passbook/Canceled Cheque)

As discussed & mutually agreed, your **Monthly CTC Salary** will be **Rs.13000**-per month.

The detailed appointment letter will be issued after you join duty.
Thanking you

Yours faithfully

For Genius Consultants Ltd

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, Krishna Dist., A.P.

Genius Consultants Ltd.
Office :
19, 2nd Floor, Flowers Road, Near Sangam Theatre, Chennai - 600 084. INDIA
CIN No.: U74140WB1993PLC059586
Ph : 044 - 2644 8811 / 7186
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

ANNEXURESHEET

Particular	Amount
BASIC	11182
DA	0
HRA	0
OTHERALLOWANCE	0
GROSS	11182
PFEMPLR	1454
ESIEMPLR	364
TotalCTC	13000
GROSS	11182
PF	1342
ESI	84
PT	200
INSURANCE	0
TAKE HOME	9556

Variable Pay: Food Allowance of **Rs.3000/-**Out Station Allowance **Rs.** to be paid month on month as per our B&B Confirmation.

Signature
K N VENKATA RAJESH

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

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E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

22-Feb-21

Ms. Bugatha Revathi
Location - AMARAVATI (Andhra Pradesh)
Dear Ms. Bugatha Revathi

Sub: Offer Letter

Further to the discussions our Client's office had with you, we are pleased to offer you the position of, **EPR EXECUTIVE** Located at **AMARAVATI (Andhra Pradesh)** you will be required to work under the client's instruction. You are hereby requested to join duty on or before **3/3/2021 (MM/DD/YYYY)** and produce the following documents at Genius.

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5. Personal Savings Bank A/c proof (Passbook/Canceled Cheque)

As discussed & mutually agreed, your **Monthly CTC Salary** will be **Rs. 13000**- per month.

The detailed appointment letter will be issued after you join duty.

Thanking you

Yours faithfully

For Genius Consultants Ltd

Authorised Signatory

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

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CIN No.: U74140WB1993PLC059596
Ph : 044 - 2544 6811 / 7186
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

ANNEXURE SHEET

Particular	Amount
BASIC	11182
DA	0
HRA	0
OTHER ALLOWANCE	0
GROSS	11182
PF EMPLR	1454
ESI EMPLR	364
Total CTC	13000
GROSS	11182
PF	1342
ESI	84
PT	200
INSURANCE	0
TAKE HOME	9556

Variable Pay: Food Allowance of **Rs. 3000/-** Out Station Allowance **Rs.** to be paid month on month as per our B&B Confirmation.

Signature
Bugatha Revathi

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Kanuru, NTR Dist., A.P.

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E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

22-Feb-21

Mr. E KRISHNA MURATHY

Location-AMARAVATI (Andhra Pradesh)

Dear Mr. E KRISHNA MURATHY

Sub: Offer Letter

Further to the discussions our Client's office had with you, we are pleased to offer you the position of, EPR EXECUTIVE Located at AMARAVATI (Andhra Pradesh) you will be required to work under the client's instruction. You are hereby requested to join duty on or before 3/3/2021(MM/DD/YYYY) and produce the following documents at Genius.

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3. Relieving letter from Previous Employer
4. Photocopy of Aadhar card, Pan Card, Ration Card & voters ID
5. Personal Savings Bank A/c proof (Passbook/Canceled Cheque)

As discussed & mutually agreed, your Monthly CTC Salary will be Rs.13000-per month.

The detailed appointment letter will be issued after you join duty.
Thanking you

Yours faithfully

For Genius Consultants Ltd

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
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CIN No.: U74140WB1993PLC059586
Ph : 044 - 2644 8811 / 7188
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

ANNEXURESHEET

Particular	Amount
BASIC	11182
DA	0
HRA	0
OTHERALLOWANCE	0
GROSS	11182
PFEMPLR	1454
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TotalCTC	13000
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PF	1342
ESI	84
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INSURANCE	0
TAKE HOME	9556

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Signature
E KRISHNA MURATHY

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

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Office :
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CIN No.: U74140WB1993PLC059585
Ph : 044 - 2544 8811 / 7186
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

22-Feb-21

Mr. A LAKSHMANASWAMY

Location-AMARAVATI (Andhra Pradesh)

Dear Mr. A LAKSHMANASWAMY

Sub: Offer Letter

Further to the discussions our Client's office had with you, we are pleased to offer you the position of, EPR EXECUTIVE Located at **AMARAVATI (Andhra Pradesh)** you will be required to work under the client's instruction. You are hereby requested to join duty on or before **3/3/2021(MM/DD/YYYY)** and produce the following documents at Genius.

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The detailed appointment letter will be issued after you join duty.
Thanking you

Yours faithfully

For Genius Consultants Ltd

Training & Placement Officer
Department of Training & Placement
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ANNEXURESHEET

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GROSS	11182
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TotalCTC	13000
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INSURANCE	0
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Signature
A LAKSHMANASWAMY

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Department of Training & Placement
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Web. : www.geniusconsultant.com

22-Feb-21

Ms. D SANDHYA RANI
Location-AMARAVATI (Andhra Pradesh)
Dear Ms. D SANDHYA RANI

Sub: Offer Letter

Further to the discussions our Client's office had with you, we are pleased to offer you the position of, EPR EXECUTIVE Located at **AMARAVATI (Andhra Pradesh)** you will be required to work under the client's instruction. You are hereby requested to join duty on or before 3/3/2021(MM/DD/YYYY) and produce the following documents at Genius.

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As discussed & mutually agreed, your **Monthly CTC Salary** will be **Rs.13000**-per month.

The detailed appointment letter will be issued after you join duty.
Thanking you

Yours faithfully

For Genius Consultants Ltd

Authorised Signatory

Training & Placement Officer
Department of Training & Placement
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Signature
D SANDHYA RANI

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear G MOUNIKA

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of Internship. You will be paid a stipend / compensation of INR 300000 /- Per Annum during your Employment.

Employment As per this offer is subject to your being medically fit. Please sign and return a duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
Vivek Parmar - (Chief Technology Officer)
RK Info Systems - Innovation | Skill | Expertise

RK INFO SYSTEMS Hyderabad

Note: All the terms and conditions of the Employment has been attached in the Annexure A

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P

RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

Letter Of Appointment

Dear Umaneni Navya

We are pleased to confirm that RK Info Systems would like to formally offer you the position of Software Engineer , subject to receiving the following:

a) Evidence of qualifications (original certificates at the time of joining).

Your employment shall be subject to an initial probationary period of 03 months during which your performance and conduct will be monitored.

On your first day, you should bring your original certificates (and other documentation, if necessary). Soft Copies will be taken of these documents for our records.

Your official date of joining is November 12, 2021 with a service bond of 02 years from the date of joining. You will initially be employed at one of the Company's offices at Hyderabad near to Secunderabad.

Your commencing salary will be INR 140000 Per Annum payable method will be Online

Transfer. The other terms and conditions of employment are set out in your Terms and Conditions of Employment which will be delivered to you at the time of joining. The Terms and Conditions of Employment, along with this Offer Letter, will form your contract of employment at the time of joining.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment (if you wish to send the Terms and Conditions of Employment along with the Offer Letter) and return one signed copy of each document or the document to us as soon as possible.

If you have any questions concerning the terms of our offer please let us know as soon as possible and we will do all we can to ensure they are

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear M SRAVANI

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

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Vivek Parmar - (Chief Technology Officer)
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Training & Placement Officer
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VIKAS GROUP OF INSTITUTIONS

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Vijayawada Rural, NTR Dist., A.P.

RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear B KUMARI

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

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Yours truly,
Vivek Parmar - (Chief Technology Officer)
RK Info Systems - Innovation | Skill | Expertise

RK INFO SYSTEMS Hyderabad

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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear **B SRIVENI**

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

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Vijayawada Rural, NTR Dist., A.P.

RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear **J PRIYANKA**

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

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Vivek Parmar - (Chief Technology Officer)
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VIKAS GROUP OF INSTITUTIONS

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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear K AMRUTHA

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

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Vivek Parmar - (Chief Technology Officer)
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Training & Placement Officer
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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P

RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear **SUSMITHA NAREDLA**

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 01 2021. You will be based in Hyderabad Location.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

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Yours truly,
Vivek Parmar - (Chief Technology Officer)
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Vijayawada Rural, NTR Dist., A.P.

RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear G ANIL KUMAR

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

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Yours truly,
Vivek Parmar - (Chief Technology Officer)
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NUZVID - 521 212
Vijayawada Rural, NTR Dist., A.P.

RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear K VINODKUMAR

Sub: Offer of Employment

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Yours truly,
Vivek Parmar - (Chief Technology Officer)
RK Info Systems - Innovation | Skill | Expertise

RK INFO SYSTEMS Hyderabad

Note: All the terms and conditions of the Employment has been attached in the Annexure A

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist, A.P.

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Annexure – A

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.

Nature of Work:

Your nature of work mainly includes all the aspects of the duties as mentioned during the interview_ as well as any other ad-hoc duties assigned to you from time to time. You will work at a high standard of initiative, creativity, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your senior from time to time.

Working Hours:

The regular working hours of the company are from morning 09: 30 am to 06: 30 pm in the evening.

Late comings:
The Company follows a strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day marked as absent for every three late marks (or as per your company policy).

Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in a training programme without any extraneous circumstances would lead to automatic termination of your Internship.

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Performance Reviews/Appraisal:

The Company follows a policy of monthly/quarterly/half yearly/annual performance reviews, which are linked to performance incentives every quarter/half year/year. You will be eligible for performance based incentives on the basis of your gross monthly salary on the basis of your performance during the previous quarter/six months/year.

The Company also has a policy of six monthly/annual salary appraisal based on performance. You will be eligible for a salary appraisal under this policy based solely on the performance ratings achieved during the previous six months/one year.

Leave:

You will be entitled to leave as per law in force and as laid down in the Standing Orders of the company. The company follows a strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day of absence counted for every three late marks.

Security:

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to computer systems, disabling all working stations, floppy disk drives and company wide awareness about the need for protection of intellectual property and sensitive customer information.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Training & Placement Officer
Department of Training & Placement
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INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear M MOUNIKA

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

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Vivek Parmar - (Chief Technology Officer)
RK Info Systems - Innovation | Skill | Expertise

RK INFO SYSTEMS Hyderabad

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Training & Placement Officer
Department of Training & Placement

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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

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INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear K SHYAM

Sub: Offer of Employment

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RK Info Systems - Innovation | Skill | Expertise

RK INFO SYSTEMS Hyderabad

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OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear D MANI KUMAR

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INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

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OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear **SK MEERABI**

Sub: Offer of Employment

We are pleased to offer you an appointment in our organization as an Associate Software Engineer , with effect from August 02 2021. You will be based in Hyderabad Location.

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INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear P MEGHANA

Sub: Offer of Employment

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INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear K CHISMITHA

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INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear P HARI CHANDAN

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RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

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Vijayawada Rural, NTR Dist., A.P.

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INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear J PUSHPA THERESA

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Training & Placement Officer
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RK INFOSYSTEMS
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OFFER OF EMPLOYMENT

Date: 20.04.2021

Dear B RAJESWARI

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RK INFO SYSTEMS
INNOVATION IS WHAT WE ARE

OFFER OF EMPLOYMENT

Date: 20.04.2021

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RK INFO SYSTEMS
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OFFER OF EMPLOYMENT

Date: 20.04.2021

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INNOVATION IS WHAT WE ARE

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Date: 20.04.2021

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Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
NTR Dist., A.P.

Genius Consultants Ltd.
Office :
19, 2nd Floor, Flowers Road, Near Sangam Theatre, Chennai - 600 084. INDIA
CIN No.: U74140WB1993PLC059586
Ph : 044 - 2644 8811 / 7155
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

22-Feb-21

Mr. A PRAVEENBABU

Location-AMARAVATI (Andhra Pradesh)

Dear Mr. A PRAVEENBABU

Sub: Offer Letter

Further to the discussions our Client's office had with you, we are pleased to offer you the position of, EPR EXECUTIVE Located at AMARAVATI (Andhra Pradesh) you will be required to work under the client's instruction. You are hereby requested to join duty on or before 3/3/2021(MM/DD/YYYY) and produce the following documents at Genius.

1. Passport size photos–3nos
2. Photocopies of School, College and Professional certificates
3. Relieving letter from Previous Employer
4. Photocopy of Aadhar card, Pan Card, Ration Card & voters ID
5. Personal Savings Bank A/c proof (Passbook/Canceled Cheque)

As discussed & mutually agreed, your **Monthly CTC Salary** will be **Rs.13000**-per month.

The detailed appointment letter will be issued after you join duty.
Thanking you

Yours faithfully

For Genius Consultants Ltd

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Genius Consultants Ltd.
Office :
19, 2nd Floor, Flowers Road, Near Sangam Theatre, Chennai - 600 084, INDIA
CIN No.: U74140WB1993PLC059566
Ph : 044 - 2644 6811 / 7186
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

ANNEXURESHEET

Particular	Amount
BASIC	11182
DA	0
HRA	0
OTHERALLOWANCE	0
GROSS	11182
PFEMPLR	1454
ESIEMPLR	364
TotalCTC	13000
GROSS	11182
PF	1342
ESI	84
PT	200
INSURANCE	0
TAKE HOME	9556

Variable Pay: Food Allowance of **Rs.3000/-**Out Station Allowance **Rs.** to be paid month on month as per our B&B Confirmation.

Signature
A PRAVEENBABU

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
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Web. : www.geniusconsultant.com

22-Feb-21

Mr. P BHASKAR REDDY

Location-AMARAVATI (Andhra Pradesh)

Dear Mr. P BHASKAR REDDY

Sub: Offer Letter

Further to the discussions our Client's office had with you, we are pleased to offer you the position of, EPR EXECUTIVE Located at AMARAVATI (Andhra Pradesh) you will be required to work under the client's instruction. You are hereby requested to join duty on or before 3/3/2021(MM/DD/YYYY) and produce the following documents at Genius.

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Yours faithfully

For Genius Consultants Ltd

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ANNEXURESHEET

Particular	Amount
BASIC	11182
DA	0
HRA	0
OTHERALLOWANCE	0
GROSS	11182
PFEMPLR	1454
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TotalCTC	13000
GROSS	11182
PF	1342
ESI	84
PT	200
INSURANCE	0
TAKE HOME	9556

Variable Pay: Food Allowance of **Rs.3000/-**Out Station Allowance **Rs.** to be paid month on month as per our B&B Confirmation.

Signature
P BHASKAR REDDY

Training & Placement Officer
Department of Training & Placement
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NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Genius Consultants Ltd.
Office :
19, 2nd Floor, Flowers Road, Near Sangam Theatre, Chennai - 600 084. INDIA
CIN No.: U74140WB1993PLC059586
Ph : 044 - 2544 8811 / 7186
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

22-Feb-21

Mr. G CHANDRA SEKHAR
Location-AMARAVATI (Andhra Pradesh)
Dear Mr. G CHANDRA SEKHAR

Sub: Offer Letter

Further to the discussions our Client's office had with you, we are pleased to offer you the position of, EPR EXECUTIVE Located at AMARAVATI (Andhra Pradesh) you will be required to work under the client's instruction. You are hereby requested to join duty on or before 3/3/2021(MM/DD/YYYY) and produce the following documents at Genius.

1. Passport size photos–3nos
2. Photocopies of School, College and Professional certificates
3. Relieving letter from Previous Employer
4. Photocopy of Aadhar card, Pan Card, Ration Card & voters ID
5. Personal Savings Bank A/c proof (Passbook/Canceled Cheque)

As discussed & mutually agreed, your Monthly CTC Salary will be Rs.13000-per month.

The detailed appointment letter will be issued after you join duty.
Thanking you

Yours faithfully

For Genius Consultants Ltd

Authorised Signatory

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Genius Consultants Ltd.
Office :
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CIN No.: U74140WB1993PLC059586
Ph : 044 - 2644 8811 / 7186
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

ANNEXURESHEET

Particular	Amount
BASIC	11182
DA	0
HRA	0
OTHERALLOWANCE	0
GROSS	11182
PFEMPLR	1454
ESIEMPLR	364
TotalCTC	13000
GROSS	11182
PF	1342
ESI	84
PT	200
INSURANCE	0
TAKE HOME	9556

Variable Pay: Food Allowance of **Rs.3000/-**Out Station Allowance **Rs.** to be paid month on month as per our B&B Confirmation.

Signature
G CHANDRA SEKHAR

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUZVID - 521 212
Vijayawada Rural, NTR Dist., A.P.

Genius Consultants Ltd.
Office :
19, 2nd Floor, Flowers Road, Near Sangam Theatre, Chennai - 600 084. INDIA
CIN No.: U74140WB1993PLC059586
Ph : 044 - 2644 6811 / 7166
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

22-Feb-21

Ms. CH MANJU BHARGAVI
Location-AMARAVATI (Andhra Pradesh)
Dear Ms. CH MANJU BHARGAVI_

Sub: Offer Letter

Further to the discussions our Client's office had with you, we are pleased to offer you the position of, EPR EXECUTIVE Located at AMARAVATI (Andhra Pradesh) you will be required to work under the client's instruction. You are hereby requested to join duty on or before 3/3/2021(MM/DD/YYYY) and produce the following documents at Genius.

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3. Relieving letter from Previous Employer
4. Photocopy of Aadhar card, Pan Card, Ration Card & voters ID
5. Personal Savings Bank A/c proof (Passbook/Canceled Cheque)

As discussed & mutually agreed, your **Monthly CTC Salary** will be **Rs.13000**-per month.

The detailed appointment letter will be issued after you join duty.
Thanking you

Yours faithfully

For Genius Consultants Ltd

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
VUTUKURU - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Genius Consultants Ltd.
Office :
19, 2nd Floor, Flowers Road, Near Sangam
Theatre, Chennai - 600 084. INDIA
CIN No.: U74140WB1993PLC059566
Ph : 044 - 2844 5811 / 7186
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

ANNEXURESHEET

Particular	Amount
BASIC	11182
DA	0
HRA	0
OTHERALLOWANCE	0
GROSS	11182
PFEMPLR	1454
ESIEMPLR	364
TotalCTC	13000
GROSS	11182
PF	1342
ESI	84
PT	200
INSURANCE	0
TAKE HOME	9556

Variable Pay: Food Allowance of Rs.3000/-Out Station Allowance Rs. to be paid month on month as per our B&B Confirmation.

Signature
CH MANJU BHARGAVI

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Genius Consultants Ltd.

Office :
19, 2nd Floor, Flowers Road, Near Sangam Theatre, Chennai - 600 084, INDIA
CIN No.: U74140WB1993PLC059586
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E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

22-Feb-21

Mr. S PRANAY KUMAR
Location-AMARAVATI (Andhra Pradesh)
Dear Mr. S PRANAY KUMAR

Sub: Offer Letter

Further to the discussions our Client's office had with you, we are pleased to offer you the position of, EPR EXECUTIVE Located at AMARAVATI (Andhra Pradesh) you will be required to work under the client's instruction. You are hereby requested to join duty on or before 3/3/2021(MM/DD/YYYY) and produce the following documents at Genius.

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3. Relieving letter from Previous Employer
4. Photocopy of Aadhar card, Pan Card, Ration Card & voters ID
5. Personal Savings Bank A/c proof (Passbook/Canceled Cheque)

As discussed & mutually agreed, your Monthly CTC Salary will be Rs.13000-per month.

The detailed appointment letter will be issued after you join duty.
Thanking you

Yours faithfully

For Genius Consultants Ltd

Authorised Signatory

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Genius Consultants Ltd.
Office :
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E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

ANNEXURESHEET

Particular	Amount
BASIC	11182
DA	0
HRA	0
OTHERALLOWANCE	0
GROSS	11182
PFEMPLR	1454
ESIEMPLR	364
TotalCTC	13000
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ESI	84
PT	200
INSURANCE	0
TAKE HOME	9556

Variable Pay: Food Allowance of Rs.3000/-Out Station Allowance Rs. to be paid month on month as per our B&B Confirmation.

Signature
S PRANAY KUMAR

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
[illegible] A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Genius Consultants Ltd.
Office :
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E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

22-Feb-21

Ms. REDDY VYDEHI
Location-AMARAVATI (Andhra Pradesh)
Dear Ms. REDDY VYDEHI

Sub: Offer Letter

Further to the discussions our Client's office had with you, we are pleased to offer you the position of, EPR EXECUTIVE Located at AMARAVATI (Andhra Pradesh) you will be required to work under the client's instruction. You are hereby requested to join duty on or before 3/3/2021(MM/DD/YYYY) and produce the following documents at Genius.

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2. Photocopies of School, College and Professional certificates
3. Relieving letter from Previous Employer
4. Photocopy of Aadhar card, Pan Card, Ration Card & voters ID
5. Personal Savings Bank A/c proof (Passbook/Canceled Cheque)

As discussed & mutually agreed, your Monthly CTC Salary will be Rs.13000-per month.

The detailed appointment letter will be issued after you join duty.
Thanking you

Yours faithfully

For Genius Consultants Ltd

Authorised Signatory

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Genius Consultants Ltd.
Office :
19, 2nd Floor, Flowers Road, Near Sangam Theatre, Chennai - 600 084. INDIA
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Ph : 044 - 2644 6811 / 7186
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

ANNEXURESHEET

Particular	Amount
BASIC	11182
DA	0
HRA	0
OTHERALLOWANCE	0
GROSS	11182
PFEMPLR	1454
ESIEMPLR	364
TotalCTC	13000
GROSS	11182
PF	1342
ESI	84
PT	200
INSURANCE	0
TAKE HOME	9556

Variable Pay: Food Allowance of **Rs.3000/-**Out Station Allowance **Rs.** to be paid month on month as per our B&B Confirmation.

Signature
REDDY VYDEHI

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist. A.P

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Genius Consultants Ltd.
Office :
19, 2nd Floor, Flowers Road, Near Sangam Theatre, Chennai - 600 084. INDIA
CIN No.: U74140WB1993PLC059586
Ph : 044 - 2844 6811 / 7186
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

22-Feb-21

Mr. PRASAD DURGA BASWANI
Location - AMARAVATI (Andhra Pradesh)
Dear Mr. PRASAD DURGA BASWANI

Sub: Offer Letter

Further to the discussions our Client's office had with you, we are pleased to offer you the position of, EPR EXECUTIVE Located at **AMARAVATI (Andhra Pradesh)** you will be required to work under the client's instruction. You are hereby requested to join duty on or before **3/3/2021 (MM/DD/YYYY)** and produce the following documents at Genius.

1. Passport size photos – 3 nos
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3. Relieving letter from Previous Employer
4. Photocopy of Aadhar card, Pan Card, Ration Card & voters ID
5. Personal Savings Bank A/c proof (Passbook/Canceled Cheque)

As discussed & mutually agreed, your **Monthly CTC Salary** will be **Rs. 13000-** per month.

The detailed appointment letter will be issued after you join duty.

Thanking you

Yours faithfully

For Genius Consultants Ltd

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Genius Consultants Ltd.
Office :
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CIN No.: U74140WB1993PLC059586
Ph : 044 - 2844 8811 / 7186
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

ANNEXURE SHEET

Particular	Amount
BASIC	11182
DA	0
HRA	0
OTHER ALLOWANCE	0
GROSS	11182
PF EMPLR	1454
ESI EMPLR	364
Total CTC	**13000**
GROSS	**11182**
PF	1342
ESI	84
PT	200
INSURANCE	0
TAKE HOME	**9556**

Variable Pay: Food Allowance of **Rs. 3000/-** Out Station Allowance **Rs.** to be paid month on month as per our B&B Confirmation.

Signature
Bugatha Revathi

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

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CIN No.: U74140WB1993PLC059566
Ph : 044 - 2844 8811 / 7186
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

22-Feb-21

Ms. T SAI TRIVENI
Location-AMARAVATI (Andhra Pradesh)
Dear Ms. T SAI TRIVENI

Sub: Offer Letter

Further to the discussions our Client's office had with you, we are pleased to offer you the position of, EPR EXECUTIVE Located at AMARAVATI (Andhra Pradesh) you will be required to work under the client's instruction. You are hereby requested to join duty on or before 3/3/2021(MM/DD/YYYY) and produce the following documents at Genius.

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3. Relieving letter from Previous Employer
4. Photocopy of Aadhar card, Pan Card, Ration Card & voters ID
5. Personal Savings Bank A/c proof (Passbook/Canceled Cheque)

As discussed & mutually agreed, your Monthly CTC Salary will be Rs.13000-per month.

The detailed appointment letter will be issued after you join duty.
Thanking you

Yours faithfully

For Genius Consultants Ltd

Authorised Signatory

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Genius Consultants Ltd.
Office :
19, 2nd Floor, Flowers Road, Near Sangam Theatre, Chennai - 600 084. INDIA
CIN No.: U74140WB1993PLC059586
Ph : 044 - 2844 6811 / 7166
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

ANNEXURESHEET

Particular	Amount
BASIC	11182
DA	0
HRA	0
OTHERALLOWANCE	0
GROSS	11182
PFEMPLR	1454
ESIEMPLR	364
TotalCTC	13000
GROSS	11182
PF	1342
ESI	84
PT	200
INSURANCE	0
TAKE HOME	9556

Variable Pay: Food Allowance of **Rs.3000/-**Out Station Allowance **Rs.** to be paid month on month as per our B&B Confirmation.

Signature
T SAI TRIVENI

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Genius Consultants Ltd.
Office :
19, 2nd Floor, Flowers Road, Near Sangam Theatre, Chennai - 600 084. INDIA
CIN No.: U74140WB1993PLC059586
Ph : 044 - 2644 8811 / 7188
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

22-Feb-21

Mr. SK CHAND BASHA
Location-AMARAVATI (Andhra Pradesh)
Dear Mr. SK CHAND BASHA

Sub: Offer Letter

Further to the discussions our Client's office had with you, we are pleased to offer you the position of, EPR EXECUTIVE Located at AMARAVATI (Andhra Pradesh) you will be required to work under the client's instruction. You are hereby requested to join duty on or before 3/3/2021(MM/DD/YYYY) and produce the following documents at Genius.

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2. Photocopies of School, College and Professional certificates
3. Relieving letter from Previous Employer
4. Photocopy of Aadhar card, Pan Card, Ration Card & voters ID
5. Personal Savings Bank A/c proof (Passbook/Canceled Cheque)

As discussed & mutually agreed, your Monthly CTC Salary will be Rs.13000-per month.

The detailed appointment letter will be issued after you join duty.
Thanking you

Yours faithfully

For Genius Consultants Ltd

Authorised Signatory

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Tech Mahindra
Cerium Systems

Date: 14 Dec 2021

Bejjam Mounika
D.no. 5-6,
K.Lakshmi puram(Near RCM church),
Vissakoyapeta (Mandal),
Krishna (District),
Kaligara (Post),
Pin code:521214,
Andhra Pradesh,
Phone: 9014647816

Subject - Offer of Appointment

Dear Bejjam Mounika,

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "the Company").

1. With reference to the interviews, we are pleased to offer you appointment as our Organization's Associate Engineer on U1 band, operating out of the Vizag office.

2. Your Annual Total Cash Compensation will be Rs. 3,60,000 (Indian Rupees Three lakhs and Sixty thousand only). Please refer Annexure-A for details on the roles, responsibilities and statutory deductions.

3. Your remuneration package is terms of confidential between you and hereinafter, referred as The Company and should not be disclosed with anyone nor divulged to anyone at any manner or reasons.

4. Your employment with us will be governed by terms and conditions as specified in Annexure-B.

5. You are required to join on 18th Jan 2022 at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.

6. On the date of joining, you are requested to report to Vizag office at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per Annexure – D and submit the copies of the same to the HR Team.

7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting for joining or thereafter depending upon our receipt of the background check report from the agency.

8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the acceptance copy to Cerium Systems Pvt Ltd before the close of business hours latest by 23rd Dec 2021.

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd

9. For any clarification / further information on:

- Employment terms and conditions, please get in touch with Bhargav (E-Mail Offers@cerium-systems.com)
- On boarding logistics / operations, kindly drop a mail to [illegible]/Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,

Authorized Signatory

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Date:23rd Sep 2021

Jhansi Ramani Kalaga
D.No:9-216/3
Indira Nagar,
Vissannapeta,
Krishna District,
Andhra Pradesh
Pin:521215
Phone No:9491337224

Subject - Offer of Appointment

Dear **Jhansi Ramani Kalaga,**

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs and Ten Thousand only).** Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B.**
5. You are required to join on **4th Oct 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Offers@cerium-systems.com latest by **25th Sep 2021.**

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

PAYODSOFT Digital

33rd A Cross Rd,4th Block, Jayanagar,BengaluruKarnataka, India – 560011

Offer Letter No payodsoft/2021/01Dated 24march 2021

Dear V HEMA

THIS LETTER IS OFFERED TO YOU ON BEHALF OF PAYODSFT CONSULTANTS – BANGALORE

PLEASE GO THROUGH CAREFULLY AND GIVE YOUR CONSENT.

Sub: Offer

Welcome to **payodsoft** and IT World!!!

With reference to our visit to your college and subsequent screening process, we are happy to give you an offer for the Training. The terms and conditions for the training are listed below.

1. The Training duration will be around 5 months which will be divided into 2 parts
   a. Theory – 4 Months (in online mode)

   b. Project – 1 Month (Smart Technologies use cases. Here you will work on live projects at Bangalore or Chennai. You will be working across any vertical industry on your core platform)

2. During the training, you will adhere to all processes and procedures of payodsoft Digital
3. The technical training will cover various modules of IT such as protocols, communications and interaction with other technologies
4. After the successful training with us you will be placed across any payodsoft client .

Terms and conditions for training guidelines

1. We suggest you to surrender your Original degrees to us and they will be in our safe custody until you complete your project.
2. During this period of your certificate holding with us we do not indulge ourselves in any labor law pertaining to any Industrial grievance cells.

3. Your training period would be monitored as per our company attendance portal system. Your thumb impression would be recorded in our company portal.
4. Time sheets (weekly) will be maintained and it is your responsibility to maintain them.
(Above 4 and 5 clauses will help the industry to appraise your performance and which would directly reflect on your placement band of pay and industry)

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

PAYODSOFT Digital

33rd A Cross Rd,4th Block, Jayanagar,BengaluruKarnataka, India – 560011

Offer Letter No payodsoft/2021/01Dated 24march 2021

Dear BEZAWADA SRI PAVAN

THIS LETTER IS OFFERED TO YOU ON BEHALF OF PAYODSFT CONSULTANTS – BANGALORE

PLEASE GO THROUGH CAREFULLY AND GIVE YOUR CONSENT.

Sub: Offer

Welcome to **payodsoft** and IT World!!!

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2. During the training, you will adhere to all processes and procedures of payodsoft Digital
3. The technical training will cover various modules of IT such as protocols, communications and interaction with other technologies
4. After the successful training with us you will be placed across any payodsoft client .

At payodsoft, we believe in overall grooming of the trainees to meet the highest standards of IT industry and hence below Soft Skill modules are also imparted as part of the training

1. Communication skills
2. Presentation skills
3. Group Discussions
4. Interview skills

As we aim for creating next generation IT leaders, we request the trainees to put full efforts and follow the guidelines for a successful career in IT.

We wish you all the best for a great future ahead!!!!

Yours sincerely,

For payodsoft Digital

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PAYODSOFT Digital

33rd A Cross Rd,4th Block, Jayanagar,BengaluruKarnataka, India – 560011

Offer Letter No payodsoft/2021/01Dated 24march 2021

Dear M NAGA VENKATA SARALA

THIS LETTER IS OFFERED TO YOU ON BEHALF OF PAYODSFT CONSULTANTS – BANGALORE

PLEASE GO THROUGH CAREFULLY AND GIVE YOUR CONSENT.

Sub: Offer

Welcome to **payodsoft** and IT World!!!

With reference to our visit to your college and subsequent screening process, we are happy to give you an offer for the Training. The terms and conditions for the training are listed below.

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3. The technical training will cover various modules of IT such as protocols, communications and interaction with other technologies
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1. We suggest you to surrender your Original degrees to us and they will be in our safe custody until you complete your project.
2. During this period of your certificate holding with us we do not indulge ourselves in any labor law pertaining to any Industrial grievance cells.

3. Your training period would be monitored as per our company attendance portal system. Your thumb impression would be recorded in our company portal.
4. Time sheets (weekly) will be maintained and it is your responsibility to maintain them.
(Above 4 and 5 clauses will help the industry to appraise your performance and which would directly reflect on your placement band of pay and industry)

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
KRISHNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

PAYODSOFT Digital

33rd A Cross Rd,4th Block, Jayanagar,BengaluruKarnataka, India – 560011

Offer Letter No payodsoft/2021/01Dated 24march 2021

Dear K SAMBA SIVA RAO

THIS LETTER IS OFFERED TO YOU ON BEHALF OF PAYODSFT CONSULTANTS – BANGALORE

PLEASE GO THROUGH CAREFULLY AND GIVE YOUR CONSENT.

Sub: Offer

Welcome to **payodsoft** and IT World!!!

With reference to our visit to your college and subsequent screening process, we are happy to give you an offer for the Training. The terms and conditions for the training are listed below.

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Vijayawada Rural, NTR Dist., A.P.

PAYODSOFT Digital

33rd A Cross Rd,4th Block, Jayanagar,BengaluruKarnataka, India – 560011

Offer Letter No payodsoft/2021/01Dated 24march 2021

Dear G MANIKANTA

THIS LETTER IS OFFERED TO YOU ON BEHALF OF PAYODSFT CONSULTANTS – BANGALORE

PLEASE GO THROUGH CAREFULLY AND GIVE YOUR CONSENT.

Sub: Offer

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PAYODSOFT Digital

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Offer Letter No payodsoft/2021/01Dated 24march 2021

Dear N YASODA PALLAVI

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Offer Letter No payodsoft/2021/01Dated 24march 2021

Dear K DEEPIKA

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Offer Letter No payodsoft/2021/01Dated 24march 2021

Dear DEVARASETTI SURESH

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As we aim for creating next generation IT leaders, we request the trainees to put full efforts and follow the guidelines for a successful career in IT.

We wish you all the best for a great future ahead!!!!

Yours sincerely,

For payodsoft Digital

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Offer Letter No payodsoft/2021/01Dated 24march 2021

Dear A BHAVYA SRI

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Dear T ROHINI

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33rd A Cross Rd,4th Block, Jayanagar,BengaluruKarnataka, India – 560011

Offer Letter No payodsoft/2021/01Dated 24march 2021

Dear K MANISHA

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Dear D RAMADEVI

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Offer Letter No payodsoft/2021/01Dated 24march 2021

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Offer Letter No payodsoft/2021/01Dated 24march 2021

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PAYODSOFT Digital

33rd A Cross Rd,4th Block, Jayanagar,BengaluruKarnataka, India – 560011

Offer Letter No payodsoft/2021/01Dated 24march 2021

Dear TH DARAVENDRA RAO

THIS LETTER IS OFFERED TO YOU ON BEHALF OF PAYODSFT CONSULTANTS – BANGALORE

PLEASE GO THROUGH CAREFULLY AND GIVE YOUR CONSENT.

Sub: Offer

Welcome to **payodsoft** and IT World!!!

With reference to our visit to your college and subsequent screening process, we are happy to give you an offer for the Training. The terms and conditions for the training are listed below.

1. The Training duration will be around 5 months which will be divided into 2 parts
   a. Theory – 4 Months (in online mode)
   b. Project – 1 Month (Smart Technologies use cases. Here you will work on live projects at Bangalore or Chennai. You will be working across any vertical industry on your core platform)
2. During the training, you will adhere to all processes and procedures of payodsoft Digital
3. The technical training will cover various modules of IT such as protocols, communications and interaction with other technologies
4. After the successful training with us you will be placed across any payodsoft client .

Terms and conditions for training guidelines

1. We suggest you to surrender your Original degrees to us and they will be in our safe custody until you complete your project.
2. During this period of your certificate holding with us we do not indulge ourselves in any labor law pertaining to any Industrial grievance cells.

3. Your training period would be monitored as per our company attendance portal system. Your thumb impression would be recorded in our company portal.
4. Time sheets (weekly) will be maintained and it is your responsibility to maintain them.
(Above 4 and 5 clauses will help the industry to appraise your performance and which would directly reflect on your placement band of pay and industry)

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

PAYODSOFT Digital

33rd A Cross Rd,4th Block, Jayanagar,BengaluruKarnataka, India – 560011

Offer Letter No payodsoft/2021/01Dated 24march 2021

Dear V PAVAN KUMAR

THIS LETTER IS OFFERED TO YOU ON BEHALF OF PAYODSFT CONSULTANTS – BANGALORE

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PAYODSOFT Digital

33rd A Cross Rd,4th Block, Jayanagar,BengaluruKarnataka, India – 560011

Offer Letter No payodsoft/2021/01Dated 24march 2021

Dear B RAMYA

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PAYODSOFT Digital

33rd A Cross Rd,4th Block, Jayanagar,BengaluruKarnataka, India – 560011

Offer Letter No payodsoft/2021/01Dated 24march 2021

Dear CH SRIKANTH

THIS LETTER IS OFFERED TO YOU ON BEHALF OF PAYODSFT CONSULTANTS – BANGALORE

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PAYODSOFT Digital

33rd A Cross Rd,4th Block, Jayanagar,BengaluruKarnataka, India – 560011

Offer letter No payodsoft/2021/01Dated 24march 2021

Dear KOKKULA BHAAVANI

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At payodsoft, we believe in overall grooming of the trainees to meet the highest standards of IT industry and hence below Soft Skill modules are also imparted as part of the training

1. Communication skills
2. Presentation skills
3. Group Discussions
4. Interview skills

As we aim for creating next generation IT leaders, we request the trainees to put full efforts and follow the guidelines for a successful career in IT.

We wish you all the best for a great future ahead!!!!

Yours sincerely,

For payodsoft Digital

Authorized Signatory

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUZIVID - 521 212
Vijayawada Rural, NTR Dist. A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PAYODSOFT Digital

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Offer Letter No payodsoft/2021/01Dated 24march 2021

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PAYODSOFT Digital

33rd A Cross Rd,4th Block, Jayanagar,BengaluruKarnataka, India – 560011

Offer letter No payodsoft/2021/01Dated 24march 2021

Dear BHARGAVI VANGARA

THIS LETTER IS OFFERED TO YOU ON BEHALF OF PAYODSFT CONSULTANTS – BANGALORE

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VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

ADVAITHA SOLUTIONS

25th JANUARY 2022

To,

MS.BOLLA BHAVYA SRI.
D/O : KOTESWARA RAO,
5-2 , KONIJERLA, GAMPALAGUDEM, KRISHNA,
Andhra Pradesh – 521401.

Dear Ms. BOLLA BHAVYA SRI.

We refer to your application to us and your subsequent interview at Advaitha Solutions office at Hyderabad.

We are pleased to inform you that you have been selected as a **"Associate Engineer"** with a Gross salary of Rs.1,50,000 per Annum. Based on your successful completion of POC you will become a full time employee with Advaitha Solutions and enjoy salary and other benefits as per company rules.

Role and Responsibilities

- Understand and get clarity in requirements relating to the work assigned. Provide most likely estimations, complete the tasks with utmost quality and User Experience (easy-to-use, aesthetically appealing, efficient and fast). Show passion and innovation in your work.
- Be efficient at work, learn & experiment continuously and build scalable solutions.
- Be a team player, brainstorm your solution approaches / killer ideas / assumptions with Product Management team, contribute to the organization with your technical, documentation, collaboration, customer focused skills / attitude. Lead others, where applicable, by example.
- Derive business value to our Customers by following industry best practices relating to User Experience & Business Process (, etc.)

Working Hours

- The regular working hours of the company is 9:00 AM to 7:00 PM (or flexible). Employees under training, working in client locations OR handling clients at other geographies will follow the respective working time lines. You will be required to work in different time zones basing on company's business need.

Work Location

- you will be based in Hyderabad but the Company may require you to work at any of its locations and its subsidiary locations OR on customer sites, within OR outside India.

Transfers:

- Your present place of posting will be at Hyderabad however you are liable to be transferred to any of the units/branches of the company in India and abroad, its associates or rganizations with whom the company has transactions, if exigencies of the work so require. The decision of the Management in this respect shall be final and binding.
- You will observe the working time and holidays as applicable to the place of work where you have been deputed without any change in remuneration.

H.No :72 Near Swetha Garden, BHEL "X" Road,Lingampally, Kanukunta, R.C.Puram, Hyderabad – 502032
Email Id: advaithasolutions20219@gmail.com, Contact No : 09030 46 29 69

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA - 521 212
Vijayawada Rural, NTR Dist., A.P.

ADVAITHA SOLUTIONS

Background Verification

- The Company will have the right to carry out background checks on the documents and information provided by after your reporting at Advaitha Solutions. As a result of the background verification, reference checks or any subsequent inputs, if any information or documents supplied by you are found to be false or misleading, this employment contract will be rendered null and void and you will be liable to repay all expenses borne by the Company towards your hire, relocation, onboarding, training and any salary paid to you.

Other Terms:

- You should have to serve minimum 24 months in our Organization.
- Your notice period will be 2 months.
- You will not be entitled to any paid leaves for first 6 Months as you would be on probation.

Date of Appointment & Joining: **01ST FEB 2022**

Following documents will have to be furnished before the date of Joining:

- 4 stamp size photograph.
- Acceptance copy of Resignation letter or Relieving letter of previous employer if employed.
- All the Educational certificates should be attested. (S.S.C, H.S.C, Degree, Post Graduate)
- Two Attested copies of any one of the following documents at the time of your joining as proof of your photo identification
  - Government ID card
  - Voters Identity Card
  - Driving License
  - Photo credit card
  - Banker's Verification
- Attested Photocopies of Permanent Account Number (PAN) issued by the Income Tax authorities. In case you do not have a PAN No., please apply for one and bring a copy of the acknowledgement of the application.

For **ADVAITHA SOLUTIONS**

R Srinivas

ADVAITHA SOLUTIONS HYD

Authorized Signature

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
INUMULA - 521 212
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Training & Placement Officer
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ADVAITHA SOLUTIONS

25th JAN 2022

To,

MS.GANTASALA DEEPTHI.
D/O : SRINIVASA RAO,
3-77, CHATRAI, CHEEPURUGUDEM, KRISHNA,
Andhra Pradesh – 521214.

Dear Ms. **GANTASALA DEEPTHI.**

We refer to your application to us and your subsequent interview at Advaitha Solutions office at Hyderabad.

We are pleased to inform you that you have been selected as a **"Associate Engineer"** with a Gross salary of Rs.1,50,000 per Annum. Based on your successful completion of POC you will become a full time employee with Advaitha Solutions and enjoy salary and other benefits as per company rules.

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  - Banker's Verification
- Attested Photocopies of Permanent Account Number (PAN) issued by the Income Tax authorities. In case you do not have a PAN No., please apply for one and bring a copy of the acknowledgement of the application.

For **ADVAITHA SOLUTIONS**

R. Srinivas

ADVAITHA SOLUTIONS HYD

Authorized Signature

PRINCIPAL/DIRECTOR
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9

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125900 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi 110019, India.
www.hcltech.com

OFFER & APPOINTMENT LETTER

Offer Release Date: January 25, 2022

Dear NAVEEN KALE,
ONGOLE, Ongole,
Andhra Pradesh, India, 523001

Dear **NAVEEN KALE,**

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd.-IOMC ("HCL" or "Company"),** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **January 28, 2022** at **9:00 A.M** at the following address, **BengaluruSEZ-T1-U1-G,1,2(ex 3),3(ex 1B) .** Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

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

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

Your Total Compensation will be INR 2,75,000 per annum outlined in Annexure I.

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

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **24 months** from the date of joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

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

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

You need to have cleared all the subjects & should be a pass out of **2021** batch for the current academic course and be able to produce a provisional certificate from your college/university at the time of joining. No candidature with standing arrears will be entertained for joining on the stated date.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

1

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
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HCL TECHNOLOGIES LTD.
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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com

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

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

Yours truly,
For HCL TECH LTD. - IOMC

Amrita Das

Vice President, Head-Global Rewards

PRINCIPAL/DIRECTOR
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NUNNA - 521 212
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Annexure 1

COMPENSATION PLAN	
Name	NAVEEN KALE
Band	E1
Designation	Graduate Engineer Trainee
City	Bangalore
Monthly Components (in INR)	
Basic Salary	13,750
House Rent Allowance	4,281
Advance Statutory Bonus	1,989
Holiday Allowance	-
Food Wallet	-
Flexi Basket*	-
Compensatory Allowance	-
TOTAL: Monthly	20,020
TOTAL: Monthly Components : Annualized	**240,240**
Retirals & Other Benefits (in INR)	
Provident Fund	19,800
Medical Insurance Premium/ESIC	7,032
Gratuity	7,933
TOTAL : Retirals	**34,765**
Variable Components (in INR)	
Performance Bonus (in Rs.)	-
Engagement PB (paid monthly) @ 100% achievement levels	-
TOTAL: Variable Components	-
COST TO COMPANY	**275,005**
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-
TOTAL : Annual Flexi Basket	-
Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual	
Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	-
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:
1. Bserv E0.1 and E0.2 employees are to be considered under Semi-skilled Category. All other employees are under Skilled category
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

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Annexure II

Welcome aboard...

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

Following are the terms and conditions that refer to our offer of employment to you for the position of **Graduate Engineer Trainee.** This is to be read in conjunction with the offer & appointment letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

This Annexure lays down the general terms and conditions of employment to **HCL Technologies Ltd.-IOMC (herein referred as "HCL" or "Company")** and is a legally binding document.

1. **Location:**

   Your place of work will be located at **Bangalore.**

2. **Commencement of Employment:**

   Your period of continuous employment with the Company will commence from the date of your joining the Company subject to fulfillment of the other conditions as mentioned on this employment contract.

3. **Medical Checkup:**

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

4. **Probation**

a) You shall be on probation for a period of **12 months** from the date of your appointment and unless notified in writing, you will be deemed as "confirmed" on completion of your probation period.
b) Your case for permanent absorption in the employment of the Company shall be considered on your satisfactorily completing the probationary period.
c) If during, or on the expiry of, the probation period (initial or extended) the Management finds your performance to be unsatisfactory or that you lack the aptitude for the job or that you are not suitable for the job, or the like, your probationary employment would be liable to be terminated, at any time, without assigning any reason.

5. **HCL Training Program:**

   Training (classroom/on the job) sessions will be conducted after your joining. The training period may be either extended or may be deemed completed earlier, at the discretion of the Management.

6. **Notice Period/ Separation:**

   Your employment with the Company can also be terminated either by the Company or by you by giving the other party 60 days' advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the 'Basic' component of the salary for the balance notice period

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would be paid to you by adjusting the amounts payable by you to the Company. For the avoidance of doubt, all amounts payable by you to the company would need to be cleared forthwith in the event of such termination. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the 'Basic' component of the salary for the balance notice period along with other amount payable by you to the company, if any. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of notice may be extended, if mutually agreed by you and the Company.

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

7. Increments and Promotions

Your growth in terms of role, compensation etc., in the Company will be based on your performance. Your salary will be subject to annual salary review. Salary adjustments effected at the salary review takes into consideration your job performance, movement of remuneration levels, benefits and conditions. Your anniversary performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter of your anniversary, post which you will be aligned to July/October Cycle, or any other Cycle as per discretion of the Company, depending on your current DOJ/Band/Employee Group.

8. Agreements:

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

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

9. Background and Reference Check:

This offer of employment is subject to your clearing our BGV process. As a precondition to accept this Offer Letter, you hereby give your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary and further agree that any misrepresentation in this regard or your failure to clear the BGV process shall give rise to the withdrawal of this offer of employment, and any employment contract which may have been subsequently executed shall be deemed void and ineffectual.

During the terms of employment, the Company may undertake the process of checking credentials of the Employee in terms of education, previous employment(s), and other information provided in the resumes/CVs as submitted by the said Employees, either on its own or with the help of a third party as and when required. For the avoidance of doubt, the Employee's signature in this Agreement constitutes the Employee's express authorization for the Company (or the appointed third party) to conduct a background investigation on his/her credentials, as may be necessary. Furthermore, the Employee agrees to submit himself /herself to random drug /medical testing at any time during the course of employment as permitted by law.

You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.

10. Working Hours:

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This division works 24x7 Shifts and you will be required to do so as per the need of the organization. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

11. Mobility:

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

12. Deputation/ Transfer:

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

13. Retirement:

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

14. Other benefits:

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

15. Transport Facility

You shall be provided the shift cabs for pick and drop from home to office and vice versa within the limit of 20 KMs as per the company policy.

16. IP, Copyright, Inventions and Patents

All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your employment, shall be deemed to be sole property of the company and you hereby waive any and all right, title or interest, if any, in the same in favor of the company. Further, it shall be your duty to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive. You agree to, at all times, assist the company in every proper and possible way to patent or register the said ideas, concepts, inventions, discoveries, improvements, copyrightable material and/or trademarks in any and all countries and to vest the title thereto in the company, its successors, assigns and nominees. Your obligations under this clause shall survive expiration or termination of your employment with the Company.

17. Data Protection:

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a) The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
b) The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
c) The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
d) During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
e) The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

18. Exclusivity of service

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

19. Confidentiality & Non-Disclosure:

You acknowledge that the disclosure of any commercially sensitive information, trade secrets or other confidential information (which may not be readily available to competitors or to the general public) will cause significant harm to the Company.

You agree that you shall not at any time during your employment (except in the proper performance of your duties) with the Company, or at any time (without limit) after the termination thereof, directly or indirectly use or exploit for your own purposes or those of any other person, company, business entity or other organization whatsoever, or disclose to any person, company, business entity or other organization whatsoever, any trade secrets of the Company or its associated companies; any confidential information relating or belonging to the Company including but not limited to any such information relating to customers, customer lists or requirements, price lists or pricing structures, marketing and information, Intellectual Property, business plans or dealings, technical data, employees or officers, financial information and plans, designs, formulae, product lines or research activities; source codes and computer systems, software, any document marked "Confidential"; any information which you have been told is confidential or which you might reasonably expect the Company to regard as confidential or any information which has been given to the Company or any Associated Company in confidence by customers, suppliers and other persons.

You shall not at any time during the continuance of your employment with the Company make any notes or memoranda relating to any matter within the scope of the Company's or any Associated Company's business, dealings or affairs otherwise than for the benefit of the Company or any Associated Company.

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You must not make or communicate (or cause or facilitate the making or communication of) any oral or written statement to any representative of the press, television, radio or other media on any matter connected with or relating to the Company or any of its Associated Companies, without the prior written consent of the Company.

The obligations contained in this provision shall not apply to, any information which you are required to disclose in accordance with an order of a Court of competent jurisdiction, any information or knowledge which may subsequently come into the public domain other than by way of unauthorized disclosure (whether by you or a third party); any act of yours in the proper performance of the duties of your employment; any use or disclosure where such use or disclosure has been properly authorized by the Company.

Your obligations under this paragraph would continue even beyond the cessation/termination of your employment. Any violation of the above obligations/conditions shall render you liable for appropriate disciplinary action including termination of your employment.

20. Rules, Policies, Procedures:

The Employee must comply at all times with the Company's rules, policies and procedures relating to equal opportunities, harassment, health and safety, e-mail and internet use, and all other rules, policies and procedures introduced by the Company from time to time. For the avoidance of doubt such rules, policies and procedures are not incorporated by reference into this contract and they may be changed, replaced or withdrawn at any time at the discretion of the Company.

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

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

21. Correctness of the Details Furnished:

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

22. Warranty and Undertaking:

You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment or any of them, in accordance with the terms and conditions of this Agreement.

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

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HCL TECHNOLOGIES LTD.
Corporate Identity Number: [illegible]
Technology Hub, Special Economic Zone,
Plot No. 3A, Sector 126, NOIDA 201-304, UP, India.
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23. Changes to the terms & conditions:

The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

For HCL TECH LTD. - IOMC

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof –** Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	**Previous Employer –** Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification** - Copy of valid passport and PAN card required

Additional documents (To be submitted on request – Only if required)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2. Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

<u>Things to Remember</u>

1. The information provided in Resume and background verification form must be same.

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2. Information provided in background verification form must be accurate.

3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).

4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

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

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

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

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

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

Location of HCL Onboarding Team for joining formalities:

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Department of Training & Placement
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Corporate Identity Number (CIN):L99999DL1976PLC008720
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA 201 304, UP, India
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S. No	Location	Address
1	NOIDA	**Mondays and Thursdays:** Triveni Induction Room, First Floor, KNMA Tower, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) **Tuesdays, Wednesdays and Fridays:** Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services | Human Resources | Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526|
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND SOME BENEFITS

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

- Basic Salary
- Monthly Allowances
- Retirals & Insurances Benefit

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

BASIC SALARY

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

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR. 50,000/- spread over 12 months.

- **Bright Hour Allowance (BHA):** BHA is a non-recoverable monthly earning opportunity payable against a declaration by the employee for his/her availability in the Bright Hours and consent to move to any other OMC at any given time working during Bright Hours.

- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR. 21,000/- (excluding variable component) as per the Payment of Bonus Act.

- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

RETIRALS & INSURANCES BENEFIT

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

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

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948) will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.

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- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
- You may refer 'Medical Insurance policy' for further details.

- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

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

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

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

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

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days' Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

- **Term Life Insurance (Including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.

- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

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

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

Permanent Address: ONGOLE, Ongole,
Andhra Pradesh, India, 523001
Email ID: Kalenaveen899@gmail.com
Telephone Number: 7337296378

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Department of Training & Placement
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Intelligraphics
Intelligent Connected Secure

October 25, 2021
Bangalore, India

Dear ANKITHA KUMMETHA,

Intelligraphics, India is pleased to offer you the position of *Software Engineer Trainee* with the following terms and conditions:

Commencement Date: Oct 25, 2021

Compensation: Your total compensation will be 3.00 Lakhs per annum. Intelligraphics shall pay 1/12th of your total compensation once a month, on the last day of the month.

Benefits: Intelligraphics will pay for your medical coverage as part of Intelligraphics Group mediclaim policy. You will be also entitled to Gratuity as per the Government of India norms from time to time. You will also receive paid vacations and holidays as per the company policy. Details are provided in our Employee Handbook which will be forwarded to you once your employment agreement has been finalized and accepted.

Please sign below, as a confirmation of accepting this offer.

Sincerely,

Hari Sharma
Director
Intelligraphics, India

K. Ankitha

Date: 25.10.2021

Training & Placement Officer
Department of Training & Placement
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A CHIME COMPANY

STRATAGILE MARKETING CONSULTANCY PVT LTD

DEEPIKA B

H-No: 1-102, GUNDUGOLANU

BHEEMADOLA (MANDAL),

WEST GODAVARI DIST.

Mobile: 7382738475

Email: balladeepika777@gmail.com

November 25, 2021

Subject: Offer Letter

Dear Deepika,

It is with great pleasure that I would like to offer this contract to you for the position of **"SQL Developer Trainee"** at StratAgile Marketing Consultancy Pvt Ltd.

The following agreement outlines the details of our offer, including remuneration and benefits. This offer is valid till end of office hours on 30, November, 2021. If you decide to accept the offer, please return a signed copy (please sign on each and every page of the offer) of the agreement along with your Photograph, self-attested copies of your educational certificates and Aadhaar Card before the mentioned deadline.

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EMPLOYMENT AGREEMENT

This agreement dated as on November 25, 2021 is between StratAgile Marketing Consultancy Pvt Ltd. (hereinafter called 'The Employer/StratAgile') and DEEPIKA B (hereinafter called 'SQL DEVELOPER TRAINEE') and agrees to the following terms and conditions of the employment.

POSITION

The Employee is being offered the position of **"SQL DEVELOPER TRAINEE"** under the following terms and conditions:

2 DATE OF COMMENCEMENT

2.1 The date of commencement of this employment is from **01 December 2021.**

3 REMMUNERATION & BENEFITS

3.1 You will get monthly Salary of 10,000/-. Subsequently you will have a performance review after Three-month probation completion and your remuneration will be increased based on your Performance.

3.2 The Employer shall deduct from your charges and variable bonus all such as authorized to be deducted under all the applicable laws (Income Tax /PF etc).

3.3 You will undergo an on-the-job training and will be on a probation period for 3 months but will handle live assignments.

3.4 If you decide to leave StratAgile within 2 years after your appointment, you need to payback a training fees of INR 1 lakh as the company will be investing heavily in training before putting you effectively for projects. We will not be issuing any experience letter if the minimum service period is not completed.

4 COMPULSORY CLEARANCE OF TRAINING ASSIGNMENTS

At StratAgile, we consider training as a MUST part of the overall process. You will need to undergo front end technologies and need to deliver the assignments on the training period. If it is not cleared with satisfactory results, your employment status will be terminated immediately. The remuneration will be still paid to employee during this period even if you cannot clear the assignments with satisfactory results.

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5 JOB PROGRESSION AND CONFIRMATION

At the end of 12 months you will be promoted to higher level profile with a salary increment (inclusive of PF) along with ESI or insurance benefits.

6 TRAINING & TRAINING COMMITMENTS

If you decide to leave StratAgile within 2 years after your appointment, you need to payback a training fees of INR 1 lakh as the company will be investing heavily in training before putting you effectively for projects. We will not be issuing any experience letter if the minimum service period is not completed subsequent to the training.

7 ROLES & RESPONSIBILITIES

Your key responsibilities as **"Trainee Platforms"** are as follows:

7.1 Programming and development projects in different environment

7.2 Understanding the requirements of the project and deliver as per schedule

7.3 Documentation and Developer level UAT

7.4 Be an active team player executing duties and responsibilities allocated to you

7.5 Meet deadlines and timelines with quality outputs and deliveries

7.6 Upgrade to next level by learning new technologies

7.7 Report to the PMs and department heads in sync with the work system

8.0 ANNUAL LEAVE

8.1 You are entitled for a total of 8 annual leaves in the first year of your employment and it will be enhanced to 12 annual leaves after 1-year completion.

8.2 You cannot carry forward any unutilized annual leave to the next year unless granted by your supervisor. Any leave balance at the end of the calendar year shall be forfeited.

8.3 Unpaid leave shall be granted at the sole discretion of the Employer. The Employer reserves the right to terminate your employment without notice if you are absent from work on annual leave without prior approval from the Employer.

8.4 You are not allowed to encash the unutilized portion of your annual leave under any circumstances.

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9 WORKING HOURS

9.1 The Employer's working hours are Monday to Friday, from 9.30am to 6.30pm. Additionally, alternate Saturdays in a month from 9.30am - 1pm will used for training, project evaluation, continuous improvement sessions or other work-related activities as may be decided by the Employer. Timing will vary as per your training or project schedule.

9.2 You may be required to work beyond the normal working hours to discharge your duties at the sole discretion of the Employer.

9.3 The Employer reserves the right, at its sole discretion, to revise, amend or extend the working hours should the need arise.

9.4 Your job includes travel as and when the business need arises and such travel expenses is borne by the company.

10 SICK LEAVE

10.1 You must notify the Employer and/or your immediate supervisor as soon as practical if you are unable to work due to medical reasons. Such notice should be given before office hours. And subsequently, you should submit a valid medical certificate stating the nature of the leave without which it will not be considered as medical leave.

11 CHILDCARE LEAVE

11.1 You are entitled to two (2) days of employer-paid childcare leave per calendar year if you have any child below age seven (7) in that year.

12 TERMINATION AND NOTICE

12.1 Either party may terminate the contract by giving two (2) months' notice. Either party may terminate the contract giving two week of notice during first three months of joining, subject to the training clause.

12.2 The Employer reserves the right not to give any reasons for termination. The Employer may also discipline or demote employee with or without cause or without prior notice.

12.3 The Employer also has the right to give immediate notice without any severance pay before terminating your services if you are guilty of misdemeanor, misconduct, negligence or breach of any of the terms of this Letter of Appointment or not able to achieve the skills during the training and probation period to deliver the projects.

12.4 Upon the termination of your employment you shall return to the Employer all documents, records, items and materials in your possession or custody belonging to the Employer or its clients and you shall not retain any copies (including electronic or soft copies) thereof.

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12.5 During your notice period, you shall handover all documents and materials relating to your work and ensure a smooth transition of your duties and responsibilities. If you fail to complete the handover during the notice period, the Employer shall be fully entitled to require and compel you to stay two (2) more weeks after the notice period has ended to complete the hand over.

13 ENGAGEMENT WITH ACTIVITIES HAVING CONFLICT OF INTEREST

13.1 Except upon prior written consent of the Employer, the Employee (during his/her employment with the Employer) shall not (i) accept any other employment; or (ii) engage directly or indirectly, in any other business, commercial, or professional activity (whether or not pursued for pecuniary advantage) that is or may be competitive with the Employer, that might create a conflict of interest with the Employer, or that otherwise might interfere with the business of the Employer, or any affiliate of the Employer during three (3) year time period subsequent to the expiration of this agreement. Employee's obligations under this sub-clause shall survive the termination of his/her employment and the expiration of this agreement.

13.2 Employees shall not take up any job which is permanent or temporary in nature, directly or indirectly with the StratAgile clients and partners or any other companies during the three (3) year time period subsequent to the expiration of this agreement. Employee's obligations under this sub-clause shall survive the termination of his/her employment and the expiration of this agreement.

13.3 You shall not join any of the companies fully or partially owned by Chime Communications Plc or form alliances or partnerships in any form directly or indirectly during the course of employment or three years subsequent to your employment with StratAgile without prior written permission from StratAgile board of directors. Similarly, you shall not hire any of employees from the Chime group of companies or form alliances or partnerships in any form directly or indirectly during the course of employment or two years subsequent to your employment with StratAgile without prior written permission from StratAgile. This is to ensure that necessary synergy and operating efficiencies are ensured while working with group companies on various projects.

14 GOVERNING LAW AND DISPUTE RESOLUTION

14.1 This agreement shall be governed by and construed in accordance with the laws of the Government of India and the parties hereby irrevocably submit to the non-executive jurisdiction of the courts of India or any actions or proceedings arising out of or relating to this agreement. Such submissions shall not prejudice the Employer's right to require the matter to be submitted for arbitration as provided for in clause 14.2 below.

14.2 The parties hereby agree that any dispute arising out of or in connection to this agreement (including any queries regarding its existence, validity or termination) may, at the sole discretion of the Employer, be referred to and finally resolved by

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arbitration in Kochi, India in accordance with the arbitration rules of India for the time being in force.

15 NOTICES

Any notice or other communication under this agreement must be in writing and shall be effective upon delivery by hand, facsimile transmission or registered mail to the Employer at the registered address upon the receipt by employee of a written confirmation of receipt within three (3) business days.

16 ATTORNEY'S FEES

In any legal action, arbitration, or other proceedings brought to enforce or interpret the terms of this agreement, the prevailing party shall be entitled to recover reasonable attorney's fees and costs.

17 INTERPRETATIONS

In this agreement, unless the context otherwise required: (a) the singular shall include the plural and the masculine, feminine and vice versa; (b) references to clauses as scheduled are to clauses and schedules of this agreement; and (c) captions are used for reference purposes only and should be ignored in the interpretation of this agreement.

18 CONFIDENTIALITY

18.1 You shall not disclose to any third party any confidential information obtained during your course of employment unless expressly authorized by the Employer.

18.2 Confidential information for the purposes of this contract includes and is not limited to trade secrets, business plans, strategies, financial information and any other information that will affect the Employer's or its clients' competitive position.

18.3 Your obligations to maintain confidentiality and secrecy shall apply after your employment until such time that the information is no longer confidential or has been made public by the Employer.

18.4 You shall not without prior written consent of the Employer destroy, make copies, duplicate or reproduce in any form, the Employer's or its clients' confidential information.

19 GOVERNING LAW

19.1 This Letter of Appointment shall be governed by and construed in accordance with the laws of India and the parties hereto hereby agree to submit to the exclusive jurisdiction of the Courts of India.

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20 DEVICE POLICY – BYOD (BRING YOUR OWN DEVICE) POLICY

20.1 If you bring your own device, you will be supported by INR 500 per month additional to the salary as reimbursements. The maintenance and upkeep of the device will be your responsibility in this case.

ACKNOWLEDGEMENT

EMPLOYEE'S ACKNOWLEDGEMENT

I accept and agree to the above-stated terms and conditions.
Name: **DEEPIKA B**

Date:

For and on behalf of

STRATAGILE MARKETING CONSULTANCY PVT LTD

Kuzhimattathil Joseph Avish
Director, STRATAGILE
Date: November 25, 2021

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STATEMENT REGARDING EMPLOYEE PROPRIETERY INFORMATION AGREEMENT

Attached to this statement is your Employee Proprietary Information Agreement (the "Agreement") with StratAgile Marketing Consultancy Pvt Ltd. (the "Company").

Please take the time to review the agreement carefully. It contains material restrictions on your right to disclose or use, during or after your employment, certain information and Technology learned or developed by you during the employment. The company considers this Agreement to be very important to the protection of its business.

If you have any questions concerning the Agreement, you may wish to consult an attorney. Managers, legal counsel and others in the company are not authorized to give you legal advice concerning the Agreement.

If you have read and understood the Agreement, and if you agree to its terms and conditions, please return a fully executed copy of the Agreement the company, retaining one copy for yourself.

REVIEWED AND UNDERSTOOD:

By: _____

DEEPIKA B

Date:

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EMPLOYEE PROPRIETARY INFORMATION AGREEMENT

In connection to my employment with StratAgile Marketing Consultancy Pvt Ltd., a company incorporated in the India (the "Company"), I agree to the following:

1. **Proprietary Information:** I understand that my work as an employee of the Company will involve access to and creation of confidential, proprietary and trade secret information of the company (collectively, as defined more extensively below, "Proprietary Information"). I agree to keep all Proprietary Information, except as required by my authorized duties of the company, even after termination of employment.

   I understand that "Proprietary Information" for purposes of this Agreement means all information and any idea in whatever from, tangible or intangible, whether disclosed to or learned or developed by me, pertaining in any manner to the business of the Company or to the Company's affiliates, consultants, or business associates, unless (i) the information is or becomes publicly known through lawful means; (ii) the information was rightfully in my possession or part of my general knowledge prior to my employment by the company; or (iii) the information is disclosed to me confidential or proprietary restriction by a third party who rightfully possesses the information (without confidential or proprietary restriction) and did not learn of it, directly or indirectly, from the company. I further understand that the company considers the following information to be included, without limitation, in the definition of Proprietary information: (A) schematics, techniques, employee suggestions, development tools and processes, computer printouts, computer programs, design drawings and manuals, and improvements; (B) information about costs, profits, markets, and sales; (C) plans for future development and new product concepts; and (D) all documents, books, papers, drawings, models, sketches and other data of any kind and description, including electronic data recorded or retrieved by means, that have been or will be given to me by the company (or any affiliate of it), as well as written or verbal instructions or comments.

2. **Creations:** I hereby assign to the Company, without additional compensation, all rights, titles and interests in all creations, including without limitation all ideas, processes, inventions, technology, writings, software programs, designs, formulas, discoveries, patents, copyrights, or trademarks, or any claims or rights, (and any related improvements or modifications to the foregoing), whether or not subject to patent or copyright protection (collectively, "Creations"), relating to any activities of the Company that have been or will be conceived or developed by me alone or with others

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(a) during the terms of my employment, whether or not conceived or developed during regular business hours, and whether or not conceived before, on or after the date hereof or (b) if based on Proprietary Information, after termination of my employment. Such Creations shall be the sole property of the company and, to the maximum extent permitted by applicable law, shall be deemed works for hire.

I will (whether during or after my employment by the company) execute such written instruments and do other such acts as may be necessary in the opinion of the Company to obtain a patent, register a copyright, or otherwise enforce the Company's rights in such Creations (and I hereby irrevocably appoint the Company and any of its officers as my attorney in fact to undertake such acts in my name).

3. **Third Party Information.** I recognize that the company has received and in the future will receive from third parties their confidential or proprietary information subject to a duty on the company's part to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree that I owe the company and such third parties, during the term of my employment and thereafter, a duty to hold all such confidential or Proprietary information in the strictest confidence and not to disclose it to any person, firm, or corporation(except as necessary in carrying out my work for the Company consistent with the Company's agreement with such third party) or to use it for the benefit of anyone other than for the company or such third party (consistent with the Company's agreement with such third party) without the express written authorization of a duly authorized officer of the Company.

4. **Business Relationships.**

4.1. **Further Protection**. I acknowledge that, because of my responsibilities at the Company, I will help to develop, and will be exposed to, the Company's business Strategies, information on customers and clients, and other valuable Proprietary Information, and that use or disclosure of such Proprietary Information in breach of this Agreement would be extremely difficult to detect or prove. I also acknowledge that the Company's relationships with its employees, customers, clients, vendors and other persons are valuable business assets. To forestall any use or disclosure of proprietary information in breach of this Agreement, I agree that for the term of this Agreement and for a period of three (3) years after termination of my employment with the Company, I shall not, for myself or any third party, directly or indirectly (i) divert or attempt to divert from the company (or any affiliate of it that might be formed) any business of any kind in which it engaged, including, without limitation, the solicitation of or interference with any of its suppliers or customers or (ii) employ, solicit for the employment, or recommend for employment any person employed by the company. Furthermore, I agree that during the period of my employment with the

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Company I shall not engage in any business activity that is or may be competitive with the company.

4.2. **Disclosure.** I agree to maintain adequate and current written records on the development of all Creations and to disclose promptly to the Company all Creations and relevant records, which records will remain the sole property of the Company.

I further agree that all information and records pertaining to any creations conceived, developed, or reduced to practice by me (alone or with others) during my employment, shall be promptly disclosed to the company (any such disclosures made after the termination of my employment to be received in confidence for the purpose of determining if they have been based on any Proprietary Information). The Company shall examine such information to determine if in fact such information is Creations subject to this Agreement.

4.3. **Former or Conflicting Agreements.** During my employment with the Company, I will not disclose to the company, or use, or induce the Company to use, any confidential, proprietary or trade secret information of others. I represent and warrant that I have returned all property and confidential, Proprietary and trade secret information belonging to all prior employers, if any. I further represent and warrant that my performance of the terms of this Agreement will not breach any agreement to keep in confidence proprietary and trade secret information acquired by me in confidence or in trust prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written in conflict herewith.

5. **Information on Company Premises.** I acknowledge that all information generated, received or maintained by or for me on the premises or equipment of the Company (including, without limitation, computer systems and electronic or voice mail systems) is the property of the Company, and I hereby waive any property or privacy rights I may have respect to such information.

6. **Remedies.** I recognize that I could face possible criminal and civil actions, resulting in imprisonment and substantial monetary liability, if I misappropriate the Company's trade secrets. In addition, I recognize that my violation of this Agreement could cause the Company irreparable harm and significant injury, the amount of which may be extremely difficult to estimate, thus, making any remedy at law or in damages inadequate. Therefore, I agree that the Company shall have the right to apply to any court of competent jurisdiction for an order restraining any breach or threatened breach of this Agreement and for any other relief the Company deems appropriate. This right shall be in addition to any other remedy available to the company in law or equity.

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7. **Severability.** If any provision of this Agreement is determined to be invalid, illegal or unenforceable, the validity or enforceability of the provisions shall not be affected.

8. **General.** This is not an employment contract. I may quit at any time with or without cause, and the company may terminate my employment at any time with or without cause. This Agreement supersedes and replaces any existing agreement entered into by me and the Company relating generally to the same subject matter, and may be modified only in writing signed by the Company. Failure to enforce any provision of this Agreement shall not constitute a waiver of any other provision hereof.

I HAVE READ THIS AGREEMENT CAREFULLY AND UNDERSTAND ITS TERMS. I HAVE COMPLETELY NOTED ON EXHIBIT A TO THIS AGREEMENT ANY PROPRIETARY INFORMATION, IDEAS, PROCESSES, CREATIONS, TECHNOLOGY, WRITINGS, PROGRAMS, DESIGNS, FORMULAS, DISCOVERIES, PATENTS, COPYRIGHTS, OR TRADEMARKS, OR IMPROVEMENTS, RIGHTS, OR CLAIMS RELATING TO THE FOREGOING, THAT I DESIRE TO EXCLUDE FROM THIS AGREEMENT.
This agreement is made and entered into as of the date first written above.

Kuzhimattathil Joseph Avish

Director,
STRATAGILE MARKETING CONSULTANCY PVT LTD

DEEPIKA B

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LETTER OF JOINING

Date: 01 December 2021

Subject: Official Joining Letter

This is to state that **DEEPIKA .B** (Aadhaar:) has commenced the work at **StratAgile Marketing Consultancy Pvt Ltd** as "SQL Developer Trainee" as on 1st December 2021.

All the terms and conditions, rules and regulations pertaining to the status of the employment will be as stated in the offer letter cum Employment Agreement dated November 25, 2021.

Kuzhimattathil Joseph Avish

Director, StratAgile

DEEPIKA B

Aadhaar #.

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Miracle Software Systems - On Boarding Confirmation

Hello Chandrika,

Congratulations!!!

As you have been offered for Software Trainee position with Miracle Software Systems. (I) Pvt Ltd, you are

getting scheduled to complete all the On-boarding formalities & Reporting with MSS

on **29th November,2021 by 09:30 AM.** And for this Position you were offered 2.14 L/A with 90 Days of

Probation and after completing the probation offered Salary will be issued with Annual Appraisal.

On boarding Location Details :

Address : Miracle Software Systems, (I) Pvt. Ltd. MIG-49, Lawson's Bay Colony, Visakhapatnam, AP 530 017.

Landmark :Near Lawson's Bay Post Office, Opposite lane to Ravindra Bharathi School - 4th building.

Contact Number: 0891-6696666

Reporting Location Details

Miracle Software Systems, (I) Pvt. Ltd. Munjeru Village, Bhogapuram Mandal, Vizianagaram, AP 535216.

Landmark: CC-4, Miracle City.

Contact Number: 0891-6696666

You are required to bring the following documents along with you for on-boarding

- **Original Certificates** are needed at the time of On-Boarding

o 10th Certificate (+3 Xerox Copies)

o Intermediate/+2 (+3 Xerox Copies)

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o Degree (B.Tech/B.Sc)marks memos / certificates (+3 Xerox Copies)

o MCA/MBA(For PG Graduates) (+3 Xerox Copies)

- Identity Proof -3 Xerox Copies
- Address Proof -3 Xerox Copies
- PAN Card -3 Xerox Copies
- 5 Passport Size Photographs
- Medical Fitness Certificate Issued by a doctor. **(Stating with No chronic diseases)**
- Family Photograph
- On-Boarding Fee Rs.1000/-
- Need to come along with parent at the time of Onboarding.

Please scan all certificates, have a copy in Pen drive and bring them at the time of on boarding.

Do acknowledge this mail with your confirmation.

Thank You.

Vasudevarao Varupula

Jr. Ops Executive

Phone : (248)-233-1811

Mobile : (798)-916-3643

Email : vvarupula@miraclesoft.com

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31-12-2021

To
MUSUNURI JYOTHSNA
1_23,NARASANNAPALEM (village), School street, NarasannapalemEluru, 534462 Andhra Pradesh ,India

Sub-Offer of Employment: Maybright Ventures Private Limited and its subsidiaries ('the company')

Dear MUSUNURI,

On behalf of Maybright Ventures Private Limited and its subsidiaries. (the "Company"), Kolkata, we are very pleased to issue this offer letter for the position of **Associate Quality Engineer.** You shall be deputed at 91springboard, Gopala Krishna Complex 45/3, Residency Road, Mahatma Gandhi Rd, Bengaluru, Karnataka. This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is subject to your acceptance of terms of the employment agreements referenced below and is contingent on a candidature reference and successful completion of the background check done by the Company.

Joining Date and Salary

Unless we mutually agree otherwise in writing, you will commence employment on 10-01-2022 Your starting salary will be **INR.4,50,000 (Four Lakh Fifty Thousand only)** per annum, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. Out of this, **INR.4,05,000 (Four lakh Five Thousand only)** will be paid to you as a fixed salary on a monthly basis. The remaining **INR.45,000 (Forty Five Thousand)** is your performance bonus. Pay-out amount to be decided during annual review. The detailed compensation breakup is given in the enclosed Annexure. Your base salary is inclusive of both the employer's and the employee's provident fund contributions. Your salary will compensate you for all hours worked, excluding payments for any overtime You will be eligible for a yearly performance assessment and salary adjustments as per the company's policy.

On acceptance of this offer letter, your employment will be conditional on, and subject to, the terms of a written employment agreement between you and the Company (the "Employment Agreement").

You will be on probation for a period of 3 months. During this period, you or the Company may terminate the employment agreement at any time with a minimum of 1 month notice. After the probation period, you or the Company may terminate the employment agreement at any time with a minimum of 90 Day(s) notice.

Irrespective of the background check conducted by the Company, in case you are not an Indian national and required to obtain applicable visa/ work permit/ authorization or permission from appropriate government authorities to work in the country, you are required to ensure all such permissions are obtained before commencement of employment and submit a copy to the Company. The validity of the offer letter shall cease to effect, if it is found that you do not have required work permit / authorization / visa, as the case may be, to work in India.

If you wish to accept employment with the Company, please indicate so by either by accepting the offer online on the Portal (Details mentioned in the email) or by sending an email confirmation to Human Resource Department. In case you do not confirm your acceptance on the terms of employment as given in this letter of employment within 48 Hours from the date of issuance, then the offer of employment shall stand rescinded. The Company reserves the right to withdraw this offer of employment made to you, before your acceptance of the same.

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This offer is valid subject to you submitting all the documents listed in this letter as well as a positive reference. You shall be required to either upload following documents or bring the same on your date of joining.

1. Copy of Aadhaar Card
2. Copy of PAN Card
3. Your Professional and academic qualification certificate(s) - 10th Standard onwards
4. Details of your last revised compensation e.g.your last Pay-slip
5. Form 16 from your previous employer/ salary certificates
6. One cancelled cheque (Name Imprinted) or Cancelled cheque with Passbook
7. 4 Passport Size Photographs (To Carry on your date of joining)
8. UAN Card Copy and EPF Passbook Copy Wishing you success in your career with us.

We are very excited about the possibility of you joining us. We hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let us know if we can answer any questions for you about any of the matters outlined in this letter.

Thanks & Regards,
For Maybright Ventures Private Limited and its subsidiaries,

Sushmita Majumdar
Lead, Human Resource

THIS IS SYSTEM GENERATED LETTER AND DOES NOT REQUIRE SIGNATURE

Annual CTC Breakup

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	225000	18750
Hra	112500	9375
Conveyance	19200	1600
Special Allowance	59077	4923
Provident Fund	21600	1800
PF Admin	1800	150
Gratuity	10823	902
Total Fixed CTC	450000	37500

Note: - The components of the compensation indicated above may be modified by the Employer in accordance with its standard payroll practices. Please read the policies on joining and you will also get a detailed understanding during the induction.

1. The performance component, if any, which is a part of your cost to the company, shall be declared for all employees on a pro-rata basis from

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employees and not in the resigned or serving notice period status on the date of the pay out. The rolling performance bonus policy of the company is subject to changes

2. All tax implications arising out of your salary structure shall be borne by you

3. Your salary is strictly confidential, and you should not disclose it to anyone without prior permission of the Company in writing

4. **Gratuity:** Payment will be made as per Payment of Gratuity Act and is part of the CTC

5. **Group Mediclaim Policy:** You will be eligible for Mediclaim Benefit, as per Company Group Mediclaim Policy. You can enroll yourself and your family (Spouse + 2 Kids)

6. **Group Accidental Policy & Group Term Life Policy:** You will be eligible as per the company policy

THIS IS SYSTEM GENERATED LETTER AND DOES NOT REQUIRE SIGNATURE

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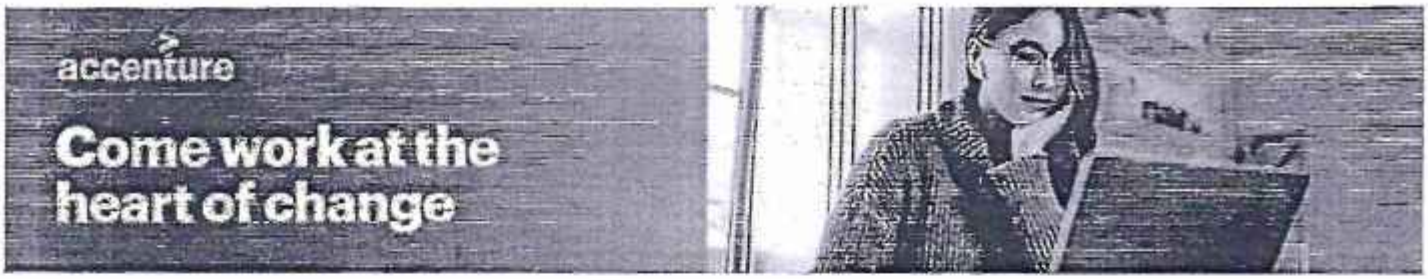

To,

Name : Shaik Shahida

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

Dear Shaik Shahida,

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

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

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

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

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

  - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

  - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

  - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

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- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be **INR 3,83,000**; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as **INR 32,500**. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of **INR 25,000**; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - **4,40,500**
- Additional Notional Benefits: Gratuity as per law (if applicable) + Benefits: **INR 9,500**
  # Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
- Maximum Annual Total earning potential + Total Additional Benefits – **INR 4,50,000/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

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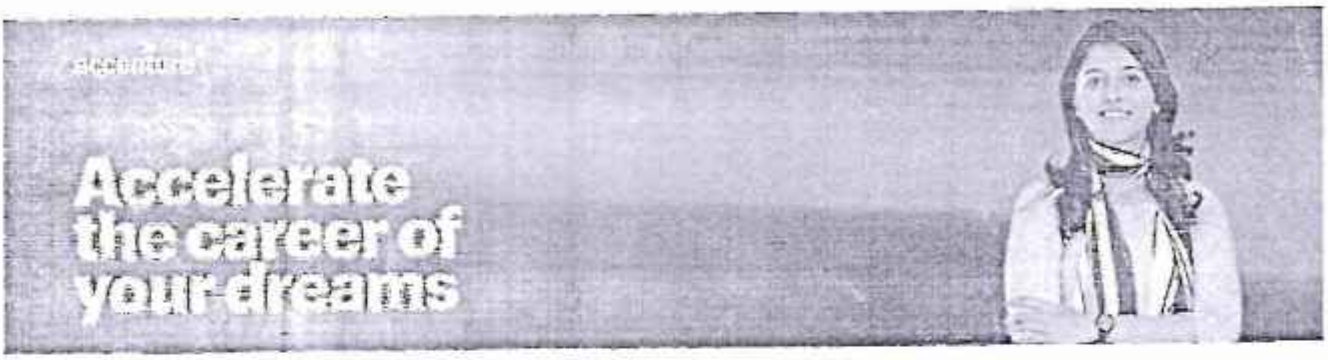

To,

Name : Sri Hari Priya

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

Dear Sri Hari Priya,

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

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

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

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

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning

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assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

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Strictly Private and Confidential

Date:20-Jul-2021

Srilekha Thotakura
C9788637

3-78/B,Gandhi bomma center,reddygudam mandalam,kunaparaja parva.

6301493806

Dear Srilekha Thotakura,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

candidate's Signature

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You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

candidate's Signature

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After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

candidate's Signature

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After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mahesh Vasudeo Zunke
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
      - 10% of such claims for self, spouse and 2 dependent children
      - 20% of such claims for parents, parent"s in-law and additional children under the separate insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

candidate's Signature

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In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

candidate's Signature

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ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting tha UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.
   Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

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ECLAT
HEALTH SOLUTIONS (INDIA) PVT. LTD.
your partner in revenue cycle management

CH SAHANA,

Welcome to Eclat Family

We are pleased to confirm our offer of employment to you a Process Associate, ECLAT Health Solutions(India) Pvt. Ltd., based in Hyderabad, Telangana. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a favourable impression and we are excited with the prospect of you joining our company on or before October 4,2021

The Appointment letter and compensation breakdown are provided at the time of joining. This offer will be valid upon submission of all the required documents proving your employment and last compensation.

You may also receive additional benefits as are generally accorded to the employees of the Company, subject to the applicable policies and practices of the company.

Your employment with us will be governed by our Terms and Conditions. You will also be governed by any rules, regulations, policies and practices of the Company, some of which may be amended from time to time. This offer is conditional upon you agreeing to make such representations under the Company's independence representations requirements.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. Your acceptance of our offer will be the beginning of a mutually beneficial relationship with our Company. We would like you to join us on or before October 4,2021 At the time of joining, it is mandatory for you to submit the documents mentioned below.

- Five passport size photos
- Address and Id Proof (Aadhaar Card and PAN Card)
- Copies of Educational Certificates
- Service / Relieving letter from previous 2 employers
- Last 3 months Pay Slips

Interview board joins me in extending their congratulations and warm regards to you. We look forward to you to join our team.

With Best Wishes!!!

Authorized Signatory

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ECLAT
HEALTH SOLUTIONS (INDIA) PVT. LTD.

CH ANITHA ,

Welcome to Eclat Family

We are pleased to confirm our offer of employment to you a **Process Associate**, ECLAT Health Solutions(India) Pvt. Ltd., based in Hyderabad, Telangana. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a favourable impression and we are excited with the prospect of you joining our company on or before **October 4,2021**

The Appointment letter and compensation breakdown are provided at the time of joining. This offer will be valid upon submission of all the required documents proving your employment and last compensation.

You may also receive additional benefits as are generally accorded to the employees of the Company, subject to the applicable policies and practices of the company.

Your employment with us will be governed by our Terms and Conditions. You will also be governed by any rules, regulations, policies and practices of the Company, some of which may be amended from time to time. This offer is conditional upon you agreeing to make such representations under the Company's independence representations requirements.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. Your acceptance of our offer will be the beginning of a mutually beneficial relationship with our Company. We would like you to join us on or before **October 4,2021** At the time of joining, it is mandatory for you to submit the documents mentioned below.

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- Address and id Proof (Aadhaar Card and PAN Card)
- Copies of Educational Certificates
- Service / Relieving letter from previous 2 employers
- Last 3 months Pay Slips

Interview board joins me in extending their congratulations and warm regards to you. We look forward to you to join our team.

With Best Wishes!!!

Authorized Signatory

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

ECLAT
HEALTH SOLUTIONS (INDIA) PVT. LTD.

D VIKRAM DAS

Welcome to Eclat Family

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With Best Wishes!!!

Authorized Signatory

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ECLAT
HEALTH SOLUTIONS (INDIA) PVT. LTD.
your partner in revenue cycle management

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ECLAT
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[redacted] you to join our team.

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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Date:07.03.2021,

To,
Mr. K SINDHU KUMAR.

Sub : Letter for Training

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

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

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.16000/- per month during your training period.

2. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period . Your training will be terminated , if you are not found medically fit.

3. Training is given at any one of the departments, branches & manufacturing units of the organization, depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts as well.

4. You shall be liable to be transferred/posted to any location,department & unit of the organization, depending on the requirement for training. Upon such transfer, you will automatically be governed by the service conditions, rules,regulations and other terms as applicable at such new place.

5. If you intend to discontinue your training during the training period, you have to give three months prior notice in writing or return three months stipend in lieu thereof, which may be modified from time to time and the same will be notified.

6. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.

7. You are entitled to seven casual and five sick leaves during your training period. You will also be covered under ESI act,1948.

8. This offer of training is based on the information furnished in your application. If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu thereof.

Training & Placement Officer
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Date:07.03.2021,

To,
Mr. K MAMATHA.

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

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

You shall join training in our organization on or before 23.03.2021.If you do not join the training before the stipulated date, this offer of training shall be deemed cancelled.

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

Yours sincerely,

For DIVI 'S LABORATORIES LTD

K.SUBBA RAO
GENERAL MANAGER (P&A)

ACCEPTANCE

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Date: _____

Signature: _____

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

:08922 248917/927

Training & Placement Officer
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To,
Mr. M RAMBABU.

Date:07.03.2021,

Sub : Letter for Training

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

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

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.16000/- per month during your training period.

2. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period . Your training will be terminated , if you are not found medically fit.

3. Training is given at any one of the departments, branches & manufacturing units of the organization, depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts as well.

4. You shall be liable to be transferred/posted to any location,department & unit of the organization, depending on the requirement for training. Upon such transfer, you will automatically be governed by the service conditions, rules,regulations and other terms as applicable at such new place.

5. If you intend to discontinue your training during the training period, you have to give three months prior notice in writing or return three months stipend in lieu thereof, which may be modified from time to time and the same will be notified.

6. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.

7. You are entitled to seven casual and five sick leaves during your training period. You will also be covered under ESI act,1948.

8. This offer of training is based on the information furnished in your application. If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu thereof.

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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

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

You shall join training in our organization on or before 23.03.2021.If you do not join the training before the stipulated date, this offer of training shall be deemed cancelled.

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

Yours sincerely,

For DIVI 'S LABORATORIES LTD

K.SUBBA RAO
GENERAL MANAGER (P&A)

ACCEPTANCE

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

Signature: _____

Date: _____

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

:08922 248917/927

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA
Vijayawada Rural, NTR Dist, A.P.

To,
Ms. P JYOTHI.

Date:07.03.2021,

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For DIVI 'S LABORATORIES LTD

K.SUBBA RAO
GENERAL MANAGER (P&A)

ACCEPTANCE

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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

To,
Ms. Y KALPANA.

Date:07.03.2021.

Sub : Letter for Training

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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

To,
Ms. Y SANDHYA.

Date:07.03.2021,

Sub : Letter for Training

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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

To,
Mr. M ANIL KUMAR.

Date:07.03.2021.

Sub : Letter for Training

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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

SpyHealth

OFFER LETTER
PRIVATE & CONFIDENTIAL

10th September 2021, Hyderabad

Dear M BHAVESH,

Thank you for your interest in associating with our organization. We are pleased to offer you employment with Spy Health Private Limited.

Congratulations!!!

Your joining date will be **10th September 2021** and your posting will be at Spy Health Private Limited (Hyderabad).

The detailed terms and conditions of your employment are stipulated herein, for your formal acceptance.

1. **Roles & Responsibilities:** Your primary responsibilities will be of Medical Coder in the Coding department. You may be asked by the Organization to fulfil additional duties and tasks as defined from time to time which may or may not be directly associated with your job title. In this role you will be reporting to Manager-Operations.
2. **Confirmation:** You will be on probation for a period of three (3) months from the date of joining and will continue to be so, unless and until you are expressly confirmed in the services of the Organization. The probation period may be extended by management at its sole discretion based on the performance assessment. The Organization reserves the right to extend the probation period in the event that your performance is not up to the expectation
3. **Benefits:** You will be eligible to participate in benefit programs as per Organization's policy.
4. **Personal Time Off:** You will be entitled to the leaves as per Organization policy which consists of casual Leave of 12 days. In addition to the same, we have holidays for 10 National/ Festive holidays as per the pre-defined holiday calendar. If you are expected to come to work on Sundays, then you will have a compensation for the same.
5. **Company reputation:** You agree that you shall not at any time without limitation, publish or communicate any "Disparaging" (as defined below) remarks, comments or statements concerning the Company, its affiliates and affiliated fund

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

SpyHealth

OFFER LETTER
PRIVATE & CONFIDENTIAL

10th September 2021, Hyderabad

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SpyHealth

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PRIVATE & CONFIDENTIAL

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SpyHealth

OFFER LETTER
PRIVATE & CONFIDENTIAL

10th September 2021, Hyderabad

Dear G MOSES,

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OFFER LETTER
PRIVATE & CONFIDENTIAL

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5. **Company reputation:** You agree that you shall not at any time without limitation, publish or communicate any "Disparaging" (as defined below) remarks, comments or statements concerning the Company, its affiliates and affiliated fund

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

SpyHealth

OFFER LETTER
PRIVATE & CONFIDENTIAL

10th September 2021, Hyderabad

Dear K MOUNICA RAJEENI,

Thank you for your interest in associating with our organization. We are pleased to offer you employment with Spy Health Private Limited.

Congratulations!!!

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SpyHealth

OFFER LETTER
PRIVATE & CONFIDENTIAL

10th September 2021, Hyderabad

Dear L PRASANNA LAKSHMI,

Thank you for your interest in associating with our organization. We are pleased to offer you employment with Spy Health Private Limited.

Congratulations!!!

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

SpyHealth

OFFER LETTER
PRIVATE & CONFIDENTIAL

10th September 2021, Hyderabad

Dear M DURGA PRASANNA,

Thank you for your interest in associating with our organization. We are pleased to offer you employment with Spy Health Private Limited.

Congratulations!!!

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Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

OFFER LETTER
PRIVATE & CONFIDENTIAL

10th September 2021, Hyderabad

Dear M RAJ KUMAR,

Thank you for your interest in associating with our organization. We are pleased to offer you employment with Spy Health Private Limited.

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SpyHealth

OFFER LETTER
PRIVATE & CONFIDENTIAL

10th September 2021, Hyderabad

Dear M SRAVANI,

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Vijayawada Rural, NTR Dist., A.P.

SpyHealth

OFFER LETTER
PRIVATE & CONFIDENTIAL

10th September 2021, Hyderabad

Dear M TEJA,

Thank you for your interest in associating with our organization. We are pleased to offer you employment with Spy Health Private Limited.

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SpyHealth

OFFER LETTER
PRIVATE & CONFIDENTIAL

10th September 2021, Hyderabad

Dear S SRIDEVI,

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

SpyHealth

OFFER LETTER
PRIVATE & CONFIDENTIAL

10th September 2021, Hyderabad

Dear V ANITHA,

Thank you for your interest in associating with our organization. We are pleased to offer you employment with Spy Health Private Limited.

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

SpyHealth

OFFER LETTER
PRIVATE & CONFIDENTIAL

10th September 2021, Hyderabad

Dear V SAILAJA,

Thank you for your interest in associating with our organization. We are pleased to offer you employment with Spy Health Private Limited.

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

To,
Ms. A SOWMYA SRI

09 FEB 2021

Hyderabad.

Offer of Appointment

Dear Ms. A SOWMYA SRI

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute significantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

1. Your Annual pay package will amount to **Rs. 213462/-** (Rupees Two Lakh ThirteenThousand Four Hundred and Sixty Two only)
2. You are Expected to Join us **by 3rd JUNE 2021** from the issue date of this letter
3. You will be under probation for a period of six (6) months from the date of your joining.Your services will be confirmed in writing upon successful completion period.
4. You shall be guided by the rules and regulations of the company, as applicable.
5. Your letter of appointment will be issued at the time of joining. However the Annexure Ithat contains the pay structure along with allowances details is enclosed.
6. This offer will be valid after clearance of Pre-Medical Check Up.

Please sign and return a scanned copy of this letter as a token of your acceptance of the terms & conditions stated here in above.

Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	**A SOWMYA SRI**
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
HRA (@16%)	2400	28800
Conveyance (@10%)	1500	18000
Basket of Allowances (@34%)	5100	61200
A Total Gross Salary	**15000**	**180000**
Other Monthly Emoluments		
Employer contribution to ESI	488	5856
Employer contribution to PF	1512	18144
B. Total Monthly emoluments	**2000**	**24000**
Other Yearly Emoluments		
Gratuity	288	3462
Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves		
C. Total Gross yearly CTC	**788**	**9462**
D. Total Cost to Company	**17788**	**213462**

Monthly deductions		
Employee Contribution to ESI	113	1356
Employee Contribution to PF	1512	18144
PT	0	0
Total Deductions	1625	19500
Net Monthly Take Home	13375	160500

* Above figure may vary subject to TDS if applicable

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

To,
Ms. CHOKKA SIRISHA

09 FEB 2021

Hyderabad.

Offer of Appointment

Dear Ms. CHOKKA SIRISHA

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

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Yours Truly,
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HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	**CHOKKA SIRISHA**
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
HRA (@16%)	2400	28800
Conveyance (@10%)	1500	18000
Basket of Allowances (@34%)	5100	61200
A Total Gross Salary	**15000**	180000
Other Monthly Emoluments		
Employer contribution to ESI	488	5856
Employer contribution to PF	1512	18144
B. Total Monthly emoluments	**2000**	**24000**
Other Yearly Emoluments		
Gratuity	288	3462
Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves		
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Monthly deductions		
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GeneSys

To,
Ms. G PRIYA

09 FEB 2021

Hyderabad.

Offer of Appointment

Dear Ms. G PRIYA

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HRD Department
Authorized Signatory

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Signature of the Candidate
Date:

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NUNNA-521 212.
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ANNEXURE I

Name:	G PRIYA
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
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18/8/2021

GeneSys Biologics Pvt. Ltd.
• CORPORATE OFFICE: 4th Floor, Shankar Plaza, Road No.1, Banjara Hills, Hyderabad - 500 034, Telangana, India.
• BIOTECHNOLOGY CENTRE: Plot No. 26, Genome Valley, Biotech Park, Phase II (East), Kolthur Mandal, Shameerpet, Hyderabad - 500 078, Telangana, India. | GST No. 36AAFCG8257M1ZO

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GeneSys

To,
Mr.G SUDHEER KUMAR

09 FEB 2021

Hyderabad.

Offer of Appointment

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Acknowledged & Accepted

Signature of the Candidate
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GeneSys

ANNEXURE I

Name:	G SUDHEER KUMAR
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
HRA (@16%)	2400	28800
Conveyance (@10%)	1500	18000
Basket of Allowances (@34%)	5100	61200
A Total Gross Salary	15000	180000
Other Monthly Emoluments		
Employer contribution to ESI	488	5856
Employer contribution to PF	1512	18144
B. Total Monthly emoluments	2000	24000
Other Yearly Emoluments		
Gratuity	288	3462
Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves		
C. Total Gross yearly CTC	788	9462
D. Total Cost to Company	17788	213462

Monthly deductions		
Employee Contribution to ESI	113	1356
Employee Contribution to PF	1512	18144
PT	0	0
Total Deductions	1625	19500
Net Monthly Take Home	13375	160500

* Above figure may vary subject to TDS if applicable

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

To,
Ms G ANUSHA

09 FEB 2021

Hyderabad.

Offer of Appointment

Dear Ms. G ANUSHA

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute significantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

1. Your Annual pay package will amount to **Rs. 213462/-** (Rupees Two Lakh ThirteenThousand Four Hundred and Sixty Two only)
2. You are Expected to Join us **by 3rd JUNE 2021** from the issue date of this letter
3. You will be under probation for a period of six (6) months from the date of your joining.Your services will be confirmed in writing upon successful completion period.
4. You shall be guided by the rules and regulations of the company, as applicable.
5. Your letter of appointment will be issued at the time of joining. However the Annexure Ithat contains the pay structure along with allowances details is enclosed.
6. This offer will be valid after clearance of Pre-Medical Check Up.

Please sign and return a scanned copy of this letter as a token of your acceptance of the terms & conditions stated here in above.

Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

Acknowledged & Accepted

HRD Department
Authorized Signatory

Signature of the Candidate
Date:

9/2/2021

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

To,
Ms J ARUNA

09 FEB 2021

Hyderabad.

Offer of Appointment

Dear Ms. J ARUNA

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genom Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality an affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribut significantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

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Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

To,
Ms K DIVYA

09 FEB 2021

Hyderabad.

Offer of Appointment

Dear Ms. K DIVYA

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute significantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

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Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

Acknowledged & Accepted

HRD Department
Authorized Signatory

Signature of the Candidate
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	J ARUNA
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
HRA (@16%)	2400	28800
Conveyance (@10%)	1500	18000
Basket of Allowances (@34%)	5100	61200
A Total Gross Salary	**15000**	180000
Other Monthly Emoluments		
Employer contribution to ESI	488	5856
Employer contribution to PF	1512	18144
B. Total Monthly emoluments	**2000**	**24000**
Other Yearly Emoluments		
Gratuity	288	3462
Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves		
C. Total Gross yearly CTC	**788**	**9462**
D. Total Cost to Company	**17788**	**213402**

Monthly deductions		
Employee Contribution to ESI	113	1356
Employee Contribution to PF	1512	18144
PT	0	0
Total Deduction	1625	19500
Net Monthly Take Home	13375	160500

* Above figure may vary subject to TDS if applicable

GeneSys Biologics Pvt. Ltd.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	K DIVYA
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
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B. Total Monthly emoluments	2000	24000
Other Yearly Emoluments		
Gratuity	288	3462
Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves		
C. Total Gross yearly CTC	788	9462
D. Total Cost to Company	17788	213462

Monthly deductions		
Employee Contribution to ESI	113	1356
Employee Contribution to PF	1512	18144
PT	0	0
Total Deductions	1625	19500
Net Monthly Take Home	13375	160500

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GeneSys Biologics Pvt. Ltd.
• CORPORATE OFFICE: 4th Floor, Shankar Plaza, Road No 1, Banjara Hills, Hyderabad - 500 034, Telangana, India. T www.genesysbiologics.com
• BIOTECHNOLOGY CENTER: Plot 9A, Genome Valley, Biotech Park, Phase II (Extn.), Talgadi Mallapur, Shameerpet, Hyderabad - 500 078, Telangana, India. T GST No. 36AAFCG8257M1ZO

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

09 FEB 2021

To,
Ms K ASHA RAJENI

Hyderabad.

Offer of Appointment

Dear Ms. K ASHA RAJENI

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genom Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality an affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribul nificantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

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Please sign and return a scanned copy of this letter as a token of your acceptance of the terms & conditions stated here in above.

Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

GeneSys Biologics Pvt. Ltd.
• CORPORATE OFFICE: 4th Floor, Khoobai Plaza, Road No.1, Banjara Hills, Hyderabad - 500 034, Telangana, India. www.genesysbiologics.com
• BIOTECHNOLOGY CENTER: Plot No. 3, Genome Valley, Biotech Park, Phase II (East), Kolthur Mandal, Shameerpet, Hyderabad - 500 078, Telangana, India. | GST No.: 36AAFCG8257M1ZO

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	K ASHA RAJENI
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
HRA (@16%)	2400	28800
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Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves		
C. Total Gross yearly CTC	788	9462
D. Total Cost to Company	17788	213462

Monthly deductions		
Employee Contribution to ESI	113	1356
Employee Contribution to PF	1512	18144
PT	0	0
Total Deductions	1625	19500
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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

To,
Ms K RATNA SRI

09 FEB 2021

Hyderabad.

Offer of Appointment

Dear Ms. K RATNA SRI

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute nificantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

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Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	K RATNA SRI
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
HRA (@16%)	2400	28800
Conveyance (@10%)	1500	18000
Basket of Allowances (@34%)	5100	61200
A Total Gross Salary	15000	180000
Other Monthly Emoluments		
Employer contribution to ESI	488	5856
Employer contribution to PF	1512	18144
B. Total Monthly emoluments	2000	24000
Other Yearly Emoluments		
Gratuity	288	3462
Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves		
C. Total Gross yearly CTC	788	9462
D. Total Cost to Company	17788	213462

Monthly deductions		
Employee Contribution to ESI	113	1356
Employee Contribution to PF	1512	18144
PT	0	0
Total Deductions	1625	19500
Net Monthly Take Home	13375	160500

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

09 FEB 2021

To,
Ms M HARIKA DEVI

Hyderabad.

Offer of Appointment

Dear Ms. M HARIKA DEVI

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute significantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

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Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	**M HARIKA DEVI**
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
HRA (@16%)	2400	28800
Conveyance (@10%)	1500	18000
Basket of Allowances (@34%)	5100	61200
A Total Gross Salary	**15000**	180000
Other Monthly Emoluments		
Employer contribution to ESI	488	5856
Employer contribution to PF	1512	18144
B. Total Monthly emoluments	**2000**	**24000**
Other Yearly Emoluments		
Gratuity	288	3462
Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves		
C. Total Gross yearly CTC	**788**	**9462**
D. Total Cost to Company	**17788**	**213462**

Monthly deductions		
Employee Contribution to ESI	113	1356
Employee Contribution to PF	1512	18144
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Total Deductions	1625	19500
Net Monthly Take Home	13375	160500

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GeneSys Biologics Pvt. Ltd.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

09 FEB 2021

To,
Ms M VINOD

Hyderabad.

Offer of Appointment

Dear Ms. M VINOD

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute significantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

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Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	**M VINOD**
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
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Group Medical Insurance	500	6000
Earned Leaves		
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D. Total Cost to Company	17788	213462

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Employee Contribution to PF	1512	18144
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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

09 FEB 2021

To,
Ms N NAGA SUNITHA

Hyderabad.

Offer of Appointment

Dear Ms. N NAGA SUNITHA

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute significantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

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Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.

GeneSys

ANNEXURE I

Name:	N NAGA SUNITHA
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

09 FEB 2021

To,
Ms N BHAVYA SRI

Hyderabad.

Offer of Appointment

Dear Ms. N BHAVYA SRI

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Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.

GeneSys

ANNEXURE I

Name:	N BHAVYA SRI
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
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P88202

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

09 FEB 2021

To,
Ms P SRILATHA

Hyderabad.

Offer of Appointment

Dear Ms. P SRILATHA

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute significantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

1. Your Annual pay package will amount to **Rs. 213462/-** (Rupees Two Lakh ThirteenThousand Four Hundred and Sixty Two only)
2. You are Expected to Join us **by 3rd JUNE 2021** from the issue date of this letter
3. You will be under probation for a period of six (6) months from the date of your joining.Your services will be confirmed in writing upon successful completion period.
4. You shall be guided by the rules and regulations of the company, as applicable.
5. Your letter of appointment will be issued at the time of joining, However the Annexure Ithat contains the pay structure along with allowances details is enclosed.
6. This offer will be valid after clearance of Pre-Medical Check Up.

Please sign and return a scanned copy of this letter as a token of your acceptance of the terms & conditions stated here in above.

Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	P SRILATHA
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
HRA (@16%)	2400	28800
Conveyance (@10%)	1500	18000
Basket of Allowances (@34%)	5100	61200
A Total Gross Salary	15000	180000
Other Monthly Emoluments		
Employer contribution to ESI	488	5856
Employer contribution to PF	1512	18144
B. Total Monthly emoluments	2000	24000
Other Yearly Emoluments		
Gratuity	288	3462
Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves		
C. Total Gross yearly CTC	788	9462
D. Total Cost to Company	17788	213462

Monthly deductions		
Employee Contribution to ESI	113	1356
Employee Contribution to PF	1512	18144
PT	0	0
Total Deductions	1625	19500
Net Monthly Take Home	13375	160500

* Above figure may vary subject to TDS if applicable

GeneSys Biologics Pvt. Ltd.
• CORPORATE OFFICE: 4th Floor, Shankar Plaza, Road No.1, Banjara Hills, Hyderabad - 500 034, Telangana, India. | www.genesysbiologics.com
• BIOTECH IC / SEZ CENTRE: Plot 9A, Genome Valley, Biotech Park, Phase II (Extn.), Kolthur Mandal, Shameerpet, Hyderabad - 500 078, Telangana, India. | GST No: 36AAFCG8257M1ZD

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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

09 FEB 2021

To,
Ms P SESHU KUMARI

Hyderabad.

Offer of Appointment

Dear Ms. P SESHU KUMARI

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute significantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

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Please sign and return a scanned copy of this letter as a token of your acceptance of the terms & conditions stated here in above.

Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

GeneSys Biologics Pvt. Ltd.
• CORPORATE OFFICE: 4th Floor, Navkar Plaza, Road No.1, Banjara Hills, Hyderabad - 500 034, Telangana, India. | www.genesysbiologics.com
• BIOTECH CAMPUS: Plot No. 258/A, Phase II, Genome Valley, Shameerpet, Hyderabad - 500 078, Telangana, India. GST No.: 36AAFCG8237M1ZO

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Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	P SESHU KUMARI
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
HRA (@16%)	2400	28800
Conveyance (@10%)	1500	18000
Basket of Allowances (@34%)	5100	61200
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Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves		
C. Total Gross yearly CTC	788	9462
D. Total Cost to Company	17788	213462

Monthly deductions		
Employee Contribution to ESI	113	1356
Employee Contribution to PF	1512	18144
PT	0	0
Total Deductions	1625	19500
Net Monthly Take Home	13375	160500

* Above figure may vary subject to TDS if applicable

18/2/15

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VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

09 FEB 2021

To,
Mr P SEKHAR

Hyderabad.

Offer of Appointment

Dear Mr. P SEKHAR

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute significantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

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6. This offer will be valid after clearance of Pre-Medical Check Up.

Please sign and return a scanned copy of this letter as a token of your acceptance of the terms & conditions stated here in above.

Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

GeneSys Biologics Pvt. Ltd.
• CORPORATE OFFICE: 4th Floor, Bhaskar Plaza, Road No.1, Banjara Hills, Hyderabad - 500 034, Telangana, India. | www.genesysbiologics.com
• BIOTECHNOLOGY CENTRE: Plot No. 7, Genome Valley, Biotech Park, Phase II (Extn.), Kolthur, Shameerpet, Hyderabad - 500 078, Telangana, India. | GST No: 36AAFCG8257M1ZD

Training & Placement Officer
Department of Training & Placement
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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	P SEKHAR
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
HRA (@16%)	2400	28800
Conveyance (@10%)	1500	18000
Basket of Allowances (@34%)	5100	61200
A Total Gross Salary	**15000**	**180000**
Other Monthly Emoluments		
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Employer contribution to PF	1512	18144
B. Total Monthly emoluments	**2000**	**24000**
Other Yearly Emoluments		
Gratuity	288	3462
Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves		
C. Total Gross yearly CTC	**788**	**9462**
D. Total Cost to Company	**17788**	**213462**

Monthly deductions		
Employee Contribution to ESI	113	1356
Employee Contribution to PF	1512	18144
PT	0	0
Total Deductions	1625	19500
Net Monthly Take Home	13375	160500

* Above figure may vary subject to TDS if applicable

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GeneSys Biologics Pvt. Ltd.
• CORPORATE OFFICE: 4th Floor, Bhaskar Plaza, Road No 1, Banjara Hills, Hyderabad - 500 034, Telangana, India. T
• BIOTECHNOLOGY CENTRE: Plot 9A, Genome Valley, Biotech Park, Phase II (Extn.), Kolthur Mandal, Shameerpet, Hyderabad - 500 078, Telangana, India. T GST No: 36AAFCG8257M1ZO

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

GeneSys

09 FEB 2021

To,
Mr ROHIT GUPTA

Hyderabad.

Offer of Appointment

Dear Mr. ROHIT GUPTA

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute significantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

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Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	ROHIT GUPTA
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
HRA (@16%)	2400	28800
Conveyance (@10%)	1500	18000
Basket of Allowances (@34%)	5100	61200
A Total Gross Salary	15000	180000
Other Monthly Emoluments		
Employer contribution to ESI	488	5856
Employer contribution to PF	1512	18144
B. Total Monthly emoluments	2000	24000
Other Yearly Emoluments		
Gratuity	288	3462
Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves	-	
C. Total Gross yearly CTC	788	9462
D. Total Cost to Company	17788	213462

Monthly deductions		
Employee Contribution to ESI	113	1356
Employee Contribution to PF	1512	18144
PT	0	0
Total Deductions	1625	19500
Net Monthly Take Home	13375	160500

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GeneSys Biologics Pvt. Ltd.
• CORPORATE OFFICE: 4th Floor, Bhaskar Plaza, Road No.1, Banjara Hills, Hyderabad - 500 034, Telangana, India. | www.genesysbiologics.com
• BIOTECHNOLOGY CENTRE: Plot 9A, Genome Valley, Biotech Park, Phase II (Extn.), Kolthur Mandal, Shameerpet, Hyderabad - 500 078, Telangana, India. | GST No: 36AAFCG8237M1ZO

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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

09 FEB 2021

To,
Ms S YAMINI

Hyderabad.

Offer of Appointment

Dear Ms. S YAMINI

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute significantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

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Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	S YAMINI
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
HRA (@16%)	2400	28800
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Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves		
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Monthly deductions		
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Employee Contribution to PF	1512	18144
PT	0	0
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* Above figure may vary subject to TDS if applicable

P/S/Gr

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

09 FEB 2021

To,
Ms T SRI HARIKA

Hyderabad.

Offer of Appointment

Dear Ms. T SRI HARIKA

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute significantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

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Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	T SRI HARIKA
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
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Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

GeneSys

09 FEB 2021

To,
Mr V YUVARAJ

Hyderabad.

Offer of Appointment

Dear Mr. V YUVARAJ

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – IPQC** with our organization, based in Genome Valley, Hyderabad

GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute significantly towards the GeneSys goalto be the next revolutionary force in biosimilars.

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Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

HRD Department
Authorized Signatory

Acknowledged & Accepted

Signature of the Candidate
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

GeneSys

ANNEXURE I

Name:	V YUVARAJ
Department:	QC
Designation:	Trainee

Particulars	Emoluments (Per Month)	Emoluments (Per Annum)
Fixed Monthly Salary Components		
Basic salary + DA (@40%)	6000	72000
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Group Medical Insurance	500	6000
Earned Leaves		
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GeneSys Biologics Pvt. Ltd.
• CORPORATE OFFICE: 4th Floor, Mookar Plaza, Road No.1, Banjara Hills, Hyderabad - 500 034, Telangana, India.
• BIOTECHNOLOGY CENTRE: Plot 9A, Genome Valley, Biotech Park, Phase II (Extn.), Telgandi Mallapur, Shameerpet, Hyderabad - 500 078, Telangana, India. GST No.: 36AAFCG8257M1ZO

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Dear **J MAHESH BABU**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **Pharmacist** in **Senior Executive-A3 grade** in our business on the following terms and conditions:

1. **PLACE OF POSTING :**

Your initial posting will be at **Vijayawada, Andhra Pradesh.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 14 JUNE, 2021.

2. **COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,86,250/- (RupeesTwo Lac(s) Eighty Six Thousand Two Hundred Fifty Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. **Fixed Pay: Rs. 2,86,250/- (Rupees Two Lac(s) Eighty Six Thousand Two Hundred Fifty Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. **Retirals : Rs.26,731/- (Rupees Twenty SixThousand Seven Hundred Thirty One Only) per annum.**

This includes:
- Provident Fund @12% of PF Wages (i.e. Basic Pay +Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. **GENERAL:**

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and allot her payments

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Received by you would be subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you along and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Rahul Vijayvargiya

ACKNOWLEDGEMENT&ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Dear **K PAVANI**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **Pharmacist** in **Senior Executive-A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING :

Your initial posting will be at **Vijayawada, Andhra Pradesh**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 14 JUNE, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,86,250/- (RupeesTwo Lac(s) Eighty Six Thousand Two Hundred Fifty Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. **Fixed Pay: Rs. 2,86,250/- (Rupees Two Lac(s) Eighty Six Thousand Two Hundred Fifty Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. **Retirals : Rs.26,731/- (Rupees Twenty SixThousand Seven Hundred Thirty One Only) per annum.**

This includes:
- Provident Fund @12% of PF Wages (i.e. Basic Pay +Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and allot her payments

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Received by you would be subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you along and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Rahul Vijayvargiya

ACKNOWLEDGEMENT&ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Dear **M KUSUMA BHAVANI**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **Pharmacist** in **Senior Executive-A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING :

Your initial posting will be at **Vijayawada, Andhra Pradesh.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 14 JUNE, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,86,250/- (RupeesTwo Lac(s) Eighty Six Thousand Two Hundred Fifty Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. **Fixed Pay: Rs. 2,86,250/- (Rupees Two Lac(s) Eighty Six Thousand Two Hundred Fifty Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. **Retirals : Rs.26,731/- (Rupees Twenty SixThousand Seven Hundred Thirty One Only) per annum.**

This includes:
- Provident Fund @12% of PF Wages (i.e. Basic Pay +Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and allot her payments

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Received by you would be subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you along and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Rahul Vijayvargiya

ACKNOWLEDGEMENT&ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Dear **P ALEXANDER**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **Pharmacist** in **Senior Executive-A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING :

Your initial posting will be at **Vijayawada, Andhra Pradesh.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 14 JUNE, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,86,250/- (RupeesTwo Lac(s) Eighty Six Thousand Two Hundred Fifty Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. **Fixed Pay: Rs. 2,86,250/- (Rupees Two Lac(s) Eighty Six Thousand Two Hundred Fifty Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. **Retirals : Rs.26,731/- (Rupees Twenty SixThousand Seven Hundred Thirty One Only) per annum.**

This includes:
- Provident Fund @12% of PF Wages (i.e. Basic Pay +Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and allot her payments

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Received by you would be subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you along and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Rahul Vijayvargiya

ACKNOWLEDGEMENT&ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Dear **S RAJA**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **Pharmacist** in **Senior Executive-A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING :

Your initial posting will be at **Vijayawada, Andhra Pradesh**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 14 JUNE, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,86,250/- (RupeesTwo Lac(s) Eighty Six Thousand Two Hundred Fifty Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. **Fixed Pay: Rs. 2,86,250/- (Rupees Two Lac(s) Eighty Six Thousand Two Hundred Fifty Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. **Retirals : Rs.26,731/- (Rupees Twenty SixThousand Seven Hundred Thirty One Only) per annum.**

This Includes:
- Provident Fund @12% of PF Wages (i.e. Basic Pay +Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and allot her payments

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Reliance RETAIL

Received by you would be subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you along and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Rahul Vijayvargiya

ACKNOWLEDGEMENT&ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

To,
Ms. A SUMATHI

Date:07.03.2(

Sub : Letter for Training

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

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

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.36000/- per month during your training period.

2. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period . Your training will be terminated , if you are not found medically fit.

3. Training is given at any one of the departments, branches & manufacturing units of the organization, depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts as well.

4. You shall be liable to be transferred/posted to any location,department & unit of the organization, depending on the requirement for training. Upon such transfer, you will automatically be governed by the service conditions, rules,regulations and other terms as applicable at such new place.

5. If you intend to discontinue your training during the training period, you have to give three months prior notice in writing or return three months stipend in lieu thereof, which may be modified from time to time and the same will be notified.

6. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.

7. You are entitled to seven casual and five sick leaves during your training period. You will also be covered under ESI act,1948.

8. This offer of training is based on the information furnished in your application. If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu there of.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

9. You are required at all times to maintain the highest order of discipline and secrecy as regards the training of the organization. Any of technical / personal information, which might come into your possession during continuance of your training in the organization,shall not be disclosed,divulged or made public by you even thereafter.

10. You shall adhere to Organization's policies, procedures, rules and regulations, discipline and general work practices,which are subject to change from time to time.

11. You shall forthwith intimate any change in your residential address as and when any change takes place.

12. Your training is liable for termination at any time without notice or enquiry, if you are found indulging in any misconduct.

13. Your progress in training is reviewed from time to time and if found unsatisfactory , your training will be terminated without notice.

14. You are required to submit the following at the time of joining
    a. For verification purpose, we need your original certificates of S.S.C,Inter, B.Pharmacy & M.Pharmacy and photo copies of the same.
    b. Four passport size color photographs.
    c. Four copies of post card size black & white group photo of yours along with your dependent parents, and your spouse & children if married.
    d. Photo copies of Aadhaar & PAN cards of yours along with your father, mother, spouse and children, if Married.
    e. Photo copy of SBI savings bank account passbook.

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

You shall join training in our organization on or before 23.03.2021.If you do not join the training before the stipulated date, this offer of training shall be deemed cancelled.

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

Yours sincerely,

For DIVI 'S LABORATORIES LTD

K.SUBBA RAO
GENERAL MANAGER (P&A)

ACCEPTANCE

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

Signature: _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Date:

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

To,
Mr. B NAGESWARA RAO

Date:07.03.20

Sub : Letter for Training

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

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

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.36000/- per month during your training period.

2. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period . Your training will be terminated , if you are not found medically fit.

3. Training is given at any one of the departments, branches & manufacturing units of the organization, depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts as well.

4. You shall be liable to be transferred/posted to any location,department & unit of the organization, depending on the requirement for training. Upon such transfer, you will automatically be governed by the service conditions, rules,regulations and other terms as applicable at such new place.

5. If you intend to discontinue your training during the training period, you have to give three months prior notice in writing or return three months stipend in lieu thereof, which may be modified from time to time and the same will be notified.

6. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.

7. You are entitled to seven casual and five sick leaves during your training period. You will also be covered under ESI act,1948.

8. This offer of training is based on the information furnished in your application. If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu there of.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-621 212.
Vijayawada Rural, NTR Dist., A.P.

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

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

You shall join training in our organization on or before 23.03.2021.If you do not join the training before the stipulated date, this offer of training shall be deemed cancelled.

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

Yours sincerely,

For DIVI 'S LABORATORIES LTD

K.SUBBA RAO
GENERAL MANAGER (P&A)

ACCEPTANCE

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

Signature: _____ Date: _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

To,
Ms. K SOWJANYA

Date:07.03.20

Sub : Letter for Training

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

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

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.36000/- per month during your training period.

2. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period . Your training will be terminated , if you are not found medically fit.

3. Training is given at any one of the departments, branches & manufacturing units of the organization, depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts as well.

4. You shall be liable to be transferred/posted to any location,department & unit of the organization, depending on the requirement for training. Upon such transfer, you will automatically be governed by the service conditions, rules,regulations and other terms as applicable at such new place.

5. If you intend to discontinue your training during the training period, you have to give three months prior notice in writing or return three months stipend in lieu thereof, which may be modified from time to time and the same will be notified.

6. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.

7. You are entitled to seven casual and five sick leaves during your training period. You will also be covered under ESI act,1948.

8. This offer of training is based on the information furnished in your application. If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu there of.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

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

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

You shall join training in our organization on or before 23.03.2021.If you do not join the training before the stipulated date, this offer of training shall be deemed cancelled.

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

Yours sincerely,

For DIVI 'S LABORATORIES LTD

K.SUBBA RAO
GENERAL MANAGER (P&A)

ACCEPTANCE

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

Signature: _____ Date: _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

To,
Ms. P BHARGAVI

Date:07.03.20

Sub : Letter for Training

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

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

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.36000/- per month during your training period.

2. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period . Your training will be terminated , if you are not found medically fit.

3. Training is given at any one of the departments, branches & manufacturing units of the organization, depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts as well.

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5. If you intend to discontinue your training during the training period, you have to give three months prior notice in writing or return three months stipend in lieu thereof, which may be modified from time to time and the same will be notified.

6. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.

7. You are entitled to seven casual and five sick leaves during your training period. You will also be covered under ESI act,1948.

8. This offer of training is based on the information furnished in your application. If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu there of.

Training & Placement Officer
Department of Training & Placement

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

9. You are required at all times to maintain the highest order of discipline and secrecy as regards the training of the organization. Any of technical / personal information, which might come into your possession during continuance of your training in the organization,shall not be disclosed,divulged or made public by you even thereafter.

10. You shall adhere to Organization's policies, procedures, rules and regulations, discipline and general work practices,which are subject to change from time to time.

11. You shall forthwith intimate any change in your residential address as and when any change takes place.

12. Your training is liable for termination at any time without notice or enquiry, if you are found indulging in any misconduct.

13. Your progress in training is reviewed from time to time and if found unsatisfactory , your training will be terminated without notice.

14. You are required to submit the following at the time of joining
    a. For verification purpose, we need your original certificates of S.S.C,Inter, B.Pharmacy & M.Pharmacy and photo copies of the same.
    b. Four passport size color photographs.
    c. Four copies of post card size black & white group photo of yours along with your dependent parents, and your spouse & children if married.
    d. Photo copies of Aadhaar & PAN cards of yours along with your father, mother, spouse and children, if Married.
    e. Photo copy of SBI savings bank account passbook.

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

You shall join training in our organization on or before 23.03.2021.If you do not join the training before the stipulated date, this offer of training shall be deemed cancelled.

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

Yours sincerely,

For DIVI 'S LABORATORIES LTD

K.SUBBA RAO
GENERAL MANAGER (P&A)

ACCEPTANCE

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

Signature: _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Date: 18/2/21

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-621 212.
Vijayawada Rural, NTR Dist., A.P.

To,
Ms. U MAHESWARI

Date:07.03.20

Sub : Letter for Training

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

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

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.36000/- per month during your training period.

2. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period . Your training will be terminated , if you are not found medically fit.

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4. You shall be liable to be transferred/posted to any location,department & unit of the organization, depending on the requirement for training. Upon such transfer, you will automatically be governed by the service conditions, rules,regulations and other terms as applicable at such new place.

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6. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.

7. You are entitled to seven casual and five sick leaves during your training period. You will also be covered under ESI act,1948.

8. This offer of training is based on the information furnished in your application. If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu there of.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

9. You are required at all times to maintain the highest order of discipline and secrecy as regards the training of the organization. Any of technical / personal information, which might come into your possession during continuance of your training in the organization,shall not be disclosed,divulged or made public by you even thereafter.

10. You shall adhere to Organization's policies, procedures, rules and regulations, discipline and general work practices,which are subject to change from time to time.

11. You shall forthwith intimate any change in your residential address as and when any change takes place.

12. Your training is liable for termination at any time without notice or enquiry, if you are found indulging in any misconduct.

13. Your progress in training is reviewed from time to time and if found unsatisfactory , your training will be terminated without notice.

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    a. For verification purpose, we need your original certificates of S.S.C,Inter, B.Pharmacy & M.Pharmacy and photo copies of the same.
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    c. Four copies of post card size black & white group photo of yours along with your dependent parents, and your spouse & children if married.
    d. Photo copies of Aadhaar & PAN cards of yours along with your father, mother, spouse and children, if Married.
    e. Photo copy of SBI savings bank account passbook.

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

You shall join training in our organization on or before 23.03.2021.If you do not join the training before the stipulated date, this offer of training shall be deemed cancelled.

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

Yours sincerely,

For DIVI 'S LABORATORIES LTD

K.SUBBA RAO
GENERAL MANAGER (P&A)

ACCEPTANCE

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

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Date: 8/5/2021

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

To,
Ms. D DIVYA KUMARI

Date:07.03.20

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VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

To,
Mr. K SAHAJA

Date:07.03.20

Sub : Letter for Training

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For DIVI 'S LABORATORIES LTD

K.SUBBA RAO
GENERAL MANAGER (P&A)

ACCEPTANCE

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

Signature: _____ Date: 24/3/21

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

To,
Ms. P RAMYA

Date:07.03.20

Sub : Letter for Training

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Department of Training & Placement
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PRINCIPAL/DIRECTOR
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NUNNA-521 212.
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Yours sincerely,

For DIVI 'S LABORATORIES LTD

K.SUBBA RAO
GENERAL MANAGER (P&A)

ACCEPTANCE

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Signature: _____ Date: 8/2/21

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

To,
Mr. P RAJESH

Date:07.03.202

Sub : Letter for Training

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For DIVI 'S LABORATORIES LTD

SUBBA RAO
GENERAL MANAGER (P&A)

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Signature: _____ Date: _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

To,
Ms. I SANDHYARANI

Date:07.03.20

Sub : Letter for Training

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Training & Placement Officer
Department of Training & Placement
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Date: 24/3/21

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Date:07.03.20

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

Yours sincerely,

For DIVI 'S LABORATORIES LTD

K.SUBBA RAO
GENERAL MANAGER (P&A)

ACCEPTANCE

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

Signature: _____

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Date: _____

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Date: 13-03-2021

Sub: APPOINTMENT LETTER

Greetings. **A GAYATRI**

It is our pleasure to confirm an appointment with our organisation as "Trainee PSR (Professional Service Representative) "on behalf of Zaney Pharma Pvt Ltd.

Your total CTC will be INR**3.36**Lakhs /- (per annum CTC amount) payable in monthly instalments, subject to statutory and other deductions as per company policy.

Probation Term: One year probation period will begin on the day of hire, which may be extended at the discretion of Zaney Pharma Pvt Ltd.

Working Hours: The firm usually operates six days a week.

Leaves: Each year, you will be entitled as Company norms, All leave requests must be filed in writing to your supervisor prior to the specified duration of time.

Location for Employment: Your initial place of employment will be Vijayawada (H Q), Andhra Pradesh. However, depending on the company's needs, you may be transferred to any of the company's branches.

Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly,

(ZANEY PHARMA PVT LTD)

ZANEY PHARMA PVT LTD HYDERABAD

Authorized Signature

Employee Signature

040-47087362
zaneypharma.com
info@zaneypharma.com
ZANEY PHARMA PVT LTD.
4-7-12/1/A/7, FIRST FLOOR,
Raghavendra Nagar, Nacharam,
Hyderabad, Telangana - 500076.

Scanned with OKEN Scanner

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Date: 13-03-2021

Sub: APPOINTMENT LETTER

Greetings, **D MARIYAMMA**

It is our pleasure to confirm an appointment with our organisation as "Trainee PSR (Professional Service Representative) "on behalf of Zaney Pharma Pvt Ltd.

Your total CTC will be INR**3.36**Lakhs /- (per annum CTC amount) payable in monthly instalments, subject to statutory and other deductions as per company policy.

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Working Hours: The firm usually operates six days a week.

Leaves: Each year, you will be entitled as Company norms. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.

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Yours Truly,

(ZANEY PHARMA PVT LTD)

ZANEY PHARMA PVT LTD HYDERABAD

Authorized Signature

Employee Signature

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Hyderabad, Telangana - 500076.

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTION
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P

Date: 13-03-2021

Sub: APPOINTMENT LETTER

Greetings, **G LAVANYA**

It is our pleasure to confirm an appointment with our organisation as **"Trainee PSR (Professional Service Representative)** "on behalf of Zaney Pharma Pvt Ltd.

Your total CTC will be INR**3.36**Lakhs /- (per annum CTC amount) payable in monthly instalments, subject to statutory and other deductions as per company policy.

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Yours Truly,

(ZANEY PHARMA PVT LTD)

ZANEY PHARMA PVT LTD. HYDERABAD

Authorized Signature

Employee Signature

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www.zaneypharma.com
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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTION
NUNNA-621 212.
Vijayawada Rural, NTR Dist., A.P.

Date: 13-03-2021

Sub: APPOINTMENT LETTER

Greetings, **K NADHASRI**

It is our pleasure to confirm an appointment with our organisation as "**Trainee PSR (Professional Service Representative)** "on behalf of Zaney Pharma Pvt Ltd.

Your total CTC will be INR**3.36**Lakhs /- (per annum CTC amount) payable in monthly instalments, subject to statutory and other deductions as per company policy.

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Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly,

(ZANEY PHARMA PVT LTD)

ZANEY PHARMA PVT LTD. HYDERABAD

Authorized Signature

Employee Signature

040-47087362
zaneypharma.com
info@zaneypharma.com
ZANEY PHARMA PVT LTD.
4-7-18/1/A/7, FIRST FLOOR,
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Hyderabad, Telangana - 500076.

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Date: 13-03-2021

Sub: APPOINTMENT LETTER

Greetings, **V PRASANNA KUMARI**

It is our pleasure to confirm an appointment with our organisation as **'Trainee PSR (Professional Service Representative) '**on behalf of Zaney Pharma Pvt Ltd.

Your total CTC will be INR**3.36**Lakhs /- (per annum CTC amount) payable in monthly instalments, subject to statutory and other deductions as per company policy.

Probation Term: One year probation period will begin on the day of hire, which may be extended at the discretion of Zaney Pharma Pvt Ltd.

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Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly,

(ZANEY PHARMA PVT LTD)

ZANEY PHARMA PVT LTD. HYDERABAD

Authorized Signature

Employee Signature

040-47087362
info@zaneypharma.com
ZANEY PHARMA PVT LTD.
4-7-18/1/A/7, FIRST FLOOR,
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Hyderabad, Telangana - 500076.

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Date: 13-03-2021

Sub: APPOINTMENT LETTER

Greetings, **K JANARDHANREDDY**

It is our pleasure to confirm an appointment with our organisation as **"Trainee PSR (Professional Service Representative)** "on behalf of Zaney Pharma Pvt Ltd.

Your total CTC will be INR**3.36**Lakhs /- (per annum CTC amount) payable in monthly instalments, subject to statutory and other deductions as per company policy.

Probation Term: One year probation period will begin on the day of hire, which may be extended at the discretion of Zaney Pharma Pvt Ltd.

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Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly,

(ZANEY PHARMA PVT LTD)

ZANEY PHARMA PVT LTD HYDERABAD

Authorized Signature

Employee Signature

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ZANEY PHARMA PVT LTD.
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Hyderabad, Telangana - 500076.

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTION
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P

Date: 13-03-2021

Sub: APPOINTMENT LETTER

Greetings, **K SAMYUKTHA**

It is our pleasure to confirm an appointment with our organisation as "Trainee PSR (Professional Service Representative) "on behalf of Zaney Pharma Pvt Ltd.

Your total CTC will be INR**3.36**Lakhs /- (per annum CTC amount) payable in monthly instalments, subject to statutory and other deductions as per company policy.

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Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly,

(ZANEY PHARMA PVT LTD)

ZANEY PHARMA PVT LTD HYDERABAD

Authorized Signature

Employee Signature

040-47087362
info@zaneypharma.com
ZANEY PHARMA PVT LTD.
4-7-10/1/A/7, FIRST FLOOR,
Raghavendra Nagar, Nacharam,
Hyderabad, Telangana - 500076.

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTION
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P

Date: 13-03-2021

Sub: APPOINTMENT LETTER

Greetings, **V VAMSI REDDY**

It is our pleasure to confirm an appointment with our organisation as **'Trainee PSR (Professional Service Representative)** 'on behalf of Zaney Pharma Pvt Ltd.

Your total CTC will be INR**3.36**Lakhs /- (per annum CTC amount) payable in monthly instalments, subject to statutory and other deductions as per company policy.

Probation Term: One year probation period will begin on the day of hire, which may be extended at the discretion of Zaney Pharma Pvt Ltd.

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Yours Truly,

(ZANEY PHARMA PVT LTD)

ZANEY PHARMA PVT LTD. HYDERABAD

Authorized Signature

Employee Signature

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Date: 13-03-2021

Sub: APPOINTMENT LETTER

Greetings. **P RAJASEKHAR REDDY**

It is our pleasure to confirm an appointment with our organisation as **'Trainee PSR (Professional Service Representative)** 'on behalf of Zaney Pharma Pvt Ltd.

Your total CTC will be INR**3.36**Lakhs /- (per annum CTC amount) payable in monthly instalments, subject to statutory and other deductions as per company policy.

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Working Hours: The firm usually operates six days a week.

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Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly,

(ZANEY PHARMA PVT LTD)

ZANEY PHARMA PVT LTD. HYDERABAD

Authorized Signature

040-47087362

Employee Signature@zaneypharma.com
info@zaneypharma.com

ZANEY PHARMA PVT LTD.
4-7-18/1/A/7, FIRST FLOOR,
Raghavendra Nagar, Nacharam,
Hyderabad, Telangana - 500076.

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Date: 13-03-2021

Sub: APPOINTMENT LETTER

Greetings **CH BHAGYA LAKSHMI**

It is our pleasure to confirm an appointment with our organisation as "**Trainee PSR (Professional Service Representative)** "on behalf of Zaney Pharma Pvt Ltd.

Your total CTC will be INR**3.36**Lakhs /- (per annum CTC amount) payable in monthly instalments, subject to statutory and other deductions as per company policy.

Probation Term: One year probation period will begin on the day of hire, which may be extended at the discretion of Zaney Pharma Pvt Ltd.

Working Hours: The firm usually operates six days a week.

Leaves: Each year, you will be entitled as Company norms, All leave requests must be filed in writing to your supervisor prior to the specified duration of time.

Location for Employment: Your initial place of employment will be Vijayawada (H.Q), Andhra Pradesh. However, depending on the company's needs, you may be transferred to any of the company's branches.

Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly,

(ZANEY PHARMA PVT LTD)

ZANEY PHARMA PVT LTD. HYDERABAD

Authorized Signature

Employee Signature

040-47087362
www.zaneypharma.com
info@zaneypharma.com
ZANEY PHARMA PVT LTD.
4-7-18/1/A/7, FIRST FLOOR,
Raghavendra Nagar, Nacharam,
Hyderabad, Telangana - 500076.

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

SONATA

SONATA SOFTWARE SOLUTIONS LIMITED

CMMIDEV/5

22-02-2021

Ref: SSSL/HR /APPT

Dear D SRAVANI

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Trainee Systems Analyst

2. **Grade:** ETG

3. **Date of Commencement: 29-03-2021**

4. **Salary:** As per the salary Annexure.

5. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.

6. You will be governed by the Leave Rules of the Company.

7. You will execute a service agreement to serve the Company for a minimum period of two years from the date of joining.

8. The above agreement has to be executed at the time of joining the Company and should have to be guaranteed by a surety, preferably your parent.

9. Should you leave the employment during this period of two years, you are liable to compensate the Company, an amount as per the clause VIII(c) of the Trainee Service Agreement.

10. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.

11. During the period of your training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

12. You will not divulge or pass any information which you may obtain during your training in the Company to others.

13. This offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering or MCA degree with a minimum aggregate of 60% or 70% respectively and would produce proof of all your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.

14. **Posting:** Initially, you will be posted at Bangalore. However, the Company reserves the right to transfer you to any other place/establishment of the Company either in existence or which may come into existence, and on such transfer, the Rules and Regulations and the Terms and Conditions of the service applicable to such a place of posting shall be applicable to you. Similarly, the Company reserves the right to assign additional/change of duty and transfer you to equivalent post in any other department.

15. **Probation Period:** Twelve months from the date of joining. The Company reserves the right to extend the probationary period at its sole discretion. You will continue to be on probation till your services are confirmed in writing. During the probationary period, your services may be terminated with one month's notice on either side or payment in lieu of notice.

After confirmation, your employment is liable to be terminated by giving two months notice on either side and the Company could also terminate your service by making payment in lieu of notice. During the notice period given by you, you are mandated to serve the Company unless the same is specifically relaxed or waived by the Company.

In case you leave our employment without giving notice, the Company has the right to deduct an amount equivalent to the notice period of one or two months gross salary as the case may be from any amount that may be payable to you or call upon you to make the payment in lieu of shortfall in notice period, besides taking action for breach of contract.

16. **Non-Compete Undertaking** – During the period of your employment with the Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company,

You will not:

(a) Engage in any employment or business activity, directly or indirectly in competition with the Company. The term "in competition with the Company" shall mean any business activity, which is the same, or comparable to the business activity, which has or may result in product or services providing the same or comparable to those developed or offered by the Company at any time during the period of your employment;

(b) Induce any current employee of the Company to leave the employment of the Company ;

(c) Solicit the business of any client or customer of the Company (other than on behalf and for the benefit of the Company);

(d) Otherwise interfere with any business relationship of the Company;

17.**General:**

(i) You are a full time employee of the Company. You shall devote your full time and attention to your duties to promote the interest of the Organization. You shall not divulge or make known to any person / persons any of our secrets and / or activities of confidential nature. You shall work under the supervision of such person / persons as may be decided upon by the Management from time to time. You shall undertake that for any developmental work taken up by you either individually or jointly while in the service of the Company, the copy right of the same shall rest with the Company.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

(ii) You shall abide by the Rules and Regulations applicable to you, which are in force as may be framed and / or amended from time to time. Your hours of work and attendance shall be regulated as per duties entrusted to you from time to time.

(iii) You shall keep the terms of your employment confidential. You shall keep us informed of any change in your present residential address, contact numbers, your civil status, and academic / professional qualifications

(iv) Please note that the communication forwarded to you at your present address as given by you in your application form shall be deemed to have been correctly served unless any change in address is duly communicated in writing.

(v) You are required to undergo a medical examination by a Registered Medical Practitioner and the report would need to be filled as per the enclosed format. This offer is subject to you being found medically fit. However, the Company reserves the right to send you for a medical check up at any time during your employment.

(vi) If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed any relevant material facts, your employment is liable to be terminated any time without any notice or compensation in lieu thereof.

18. The Company reserves the right to review and modify or cancel the terms of employment when deemed necessary.

Looking forward to a long and fruitful association with you.

Yours very truly,
For Sonata Software Solutions Limited
Christopher George Pereira

Assistant Vice President - HR

I agree with the above terms and conditions.

Signature : _____

Date : 22-02-2021

Encl:

- Salary Annexure
- Checklist of Documents for Joining.
- Medical Examination Report format.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P

SONATA

SONATA SOFTWARE SOLUTIONS LIMITED

CMMIDEV/5

ANNEXURE

Monthly Benefits (Figures in Rs.) – A	*Figures in Rs.*
Basic	15000
HRA	7500
Advance Bonus/Ex Gratia	2500
Supplementary Allowance	1741
Total Monthly	26741
Annual Retirement Benefits –B	
Provident Fund(Refer Note No.1)	21600
Gratuity (4.17% of basic salary)	7506
Total Retirement Benefits p.a.	29106
Cost To Company – CTC - C= (A*12+B)	350000
Other Benefits - D	
Hospitalization & Personal Accident Insurance Premium (Refer Note No.2)	6774
Total Cost to Company – TCC - (C+D)	356774

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P

SONATA

SONATA SOFTWARE SOLUTIONS LIMITED

CMMIDEV/5

22-02-2021

Ref: SSSL/HR /APPT

Dear DUDEM RENUKA PRIYA

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Trainee Systems Analyst

2. **Grade:** ETG

3. **Date of Commencement: 29-03-2021**

4. **Salary:** As per the salary Annexure.

5. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.

6. You will be governed by the Leave Rules of the Company.

7. You will execute a service agreement to serve the Company for a minimum period of two years from the date of joining.

8. The above agreement has to be executed at the time of joining the Company and should have to be guaranteed by a surety, preferably your parent.

9. Should you leave the employment during this period of two years, you are liable to compensate the Company, an amount as per the clause VIII(c) of the Trainee Service Agreement.

10. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.

11. During the period of your training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.

Training & Placement Officer
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CMMIDEV/5

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13. This offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering or MCA degree with a minimum aggregate of 60% or 70% respectively and would produce proof of all your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.

14. **Posting:** Initially, you will be posted at Bangalore. However, the Company reserves the right to transfer you to any other place/establishment of the Company either in existence or which may come into existence, and on such transfer, the Rules and Regulations and the Terms and Conditions of the service applicable to such a place of posting shall be applicable to you. Similarly, the Company reserves the right to assign additional/change of duty and transfer you to equivalent post in any other department.

15. **Probation Period:** Twelve months from the date of joining. The Company reserves the right to extend the probationary period at its sole discretion. You will continue to be on probation till your services are confirmed in writing. During the probationary period, your services may be terminated with one month's notice on either side or payment in lieu of notice.

After confirmation, your employment is liable to be terminated by giving two months notice on either side and the Company could also terminate your service by making payment in lieu of notice. During the notice period given by you, you are mandated to serve the Company unless the same is specifically relaxed or waived by the Company.

In case you leave our employment without giving notice, the Company has the right to deduct an amount equivalent to the notice period of one or two months gross salary as the case may be from any amount that may be payable to you or call upon you to make the payment in lieu of shortfall in notice period, besides taking action for breach of contract.

16. **Non-Compete Undertaking** – During the period of your employment with the Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company,

You will not:

(a) Engage in any employment or business activity, directly or indirectly in competition with the Company. The term "in competition with the Company" shall mean any business activity, which is the same, or comparable to the business activity, which has or may result in product or services providing the same or comparable to those developed or offered by the Company at any time during the period of your employment;

(b) Induce any current employee of the Company to leave the employment of the Company ;

(c) Solicit the business of any client or customer of the Company (other than on behalf and for the benefit of the Company);

(d) Otherwise interfere with any business relationship of the Company;

17.**General:**

(i) You are a full time employee of the Company. You shall devote your full time and attention to your duties to promote the interest of the Organization. You shall not divulge or make known to any person / persons any of our secrets and / or activities of confidential nature. You shall work under the supervision of such person / persons as may be decided upon by the Management from time to time. You shall undertake that for any developmental work taken up by you either individually or jointly while in the service of the Company, the copy right of the same shall rest with the Company.

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(ii) You shall abide by the Rules and Regulations applicable to you, which are in force as may be framed and / or amended from time to time. Your hours of work and attendance shall be regulated as per duties entrusted to you from time to time.

(iii) You shall keep the terms of your employment confidential. You shall keep us informed of any change in your present residential address, contact numbers, your civil status, and academic / professional qualifications

(iv) Please note that the communication forwarded to you at your present address as given by you in your application form shall be deemed to have been correctly served unless any change in address is duly communicated in writing.

(v) You are required to undergo a medical examination by a Registered Medical Practitioner and the report would need to be filled as per the enclosed format. This offer is subject to you being found medically fit. However, the Company reserves the right to send you for a medical check up at any time during your employment.

(vi) If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed any relevant material facts, your employment is liable to be terminated any time without any notice or compensation in lieu thereof.

18. The Company reserves the right to review and modify or cancel the terms of employment when deemed necessary.

Looking forward to a long and fruitful association with you.

Yours very truly,
For Sonata Software Solutions Limited
Christopher George Pereira

Assistant Vice President - HR

I agree with the above terms and conditions.

Signature : _____

Date : 22-02-2021

Encl:

- Salary Annexure
- Checklist of Documents for Joining.
- Medical Examination Report format.

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ANNEXURE

Monthly Benefits (Figures in Rs.) – A	*Figures in Rs.*
Basic	15000
HRA	7500
Advance Bonus/Ex Gratia	2500
Supplementary Allowance	1741
Total Monthly	**26741**
Annual Retirement Benefits –B	
Provident Fund(Refer Note No.1)	21600
Gratuity (4.17% of basic salary)	7506
Total Retirement Benefits p.a.	**29106**
Cost To Company – CTC - C - (A*12+B)	**350000**
Other Benefits - D	
Hospitalization & Personal Accident Insurance Premium (Refer Note No.2)	6774
Total Cost to Company – TCC - (C+D)	**356774**

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1. This is the Employer's contribution towards Provident Fund. It is calculated at 12% of the of the Basic salary. There will be an equal deduction of monthly PF amount from the employee's side as per the Employee Provident Fund Organisation rule. This is a savings scheme for employees mandated by the government.
2. Hospitalization Insurance Cover of Rs. 2 Lakhs p.a under the family floater cover (for Employee, spouse and children) and Personal Accident Insurance Cover for you of Rs. 16.5 Lakhs p.a, and Term Life Insurance Cover for you of Rs. 5 Lakhs as per rules governing the same.

The Company reserves the right to modify or cancel the terms of any of the schemes when deemed necessary.

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Checklist of documents for joining

Please ensure that you submit the scanned copies of the following documents which are mandatory on your day of joining:

- Provisional Course Completion Certificate. Convocation Certificate to be submitted on receipt of the same.
- Please furnish marks cards for all the years.
- Medical Report in the prescribed format.
- **PAN Card** – this is a confirmation of your Identity and date of birth and required for making salary payments.
- **Aadhar Card** – this is has become mandatory to remit your PF deductions.
- **Your Passport sized photograph with white background only**

Documents and Information that are also required at the time of joining or subsequently:

- Passport Copy with copies of valid Visas– This would be readily available in our records in case of overseas travel.
- Copies of any certifications and additional qualifications mentioned in your resume.
- Copy of **Voter Id or Driving license** – This is required only if you are opting for meal card.

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22-02-2021

Ref: SSSL/HR /APPT

Dear S NAGAMOUNIKA

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Trainee Systems Analyst

2. **Grade:** ETG

3. **Date of Commencement:** 29-03-2021

4. **Salary:** As per the salary Annexure.

5. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.

6. You will be governed by the Leave Rules of the Company.

7. You will execute a service agreement to serve the Company for a minimum period of two years from the date of joining.

8. The above agreement has to be executed at the time of joining the Company and should have to be guaranteed by a surety, preferably your parent.

9. Should you leave the employment during this period of two years, you are liable to compensate the Company, an amount as per the clause VIII(c) of the Trainee Service Agreement.

10. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.

11. During the period of your training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.

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22-02-2021

Ref: SSSL/HR /APPT

Dear G HARI KISHAN

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Trainee Systems Analyst

2. **Grade:** ETG

3. **Date of Commencement:** 29-03-2021

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22-02-2021

Ref: SSSL/HR /APPT

Dear B LAVANYA

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Trainee Systems Analyst

2. **Grade:** ETG

3. **Date of Commencement:** 29-03-2021

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22-02-2021

Ref: SSSL/HR /APPT

Dear M KUSUMA

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Trainee Systems Analyst

2. **Grade:** ETG

3. **Date of Commencement: 29-03-2021**

4. **Salary:** As per the salary Annexure.

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22-02-2021

Ref: SSSL/HR /APPT

Dear S NAGAMANI

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Trainee Systems Analyst

2. **Grade:** ETG

3. **Date of Commencement: 29-03-2021**

4. **Salary:** As per the salary Annexure.

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22-02-2021

Ref: SSSL/HR /APPT

Dear D USHA KUMARI

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Trainee Systems Analyst

2. **Grade:** ETG

3. **Date of Commencement: 29-03-2021**

4. **Salary:** As per the salary Annexure.

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22-02-2021

Ref: SSSL/HR /APPT

Dear V A NAGA DURGA PRASAD

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Trainee Systems Analyst

2. **Grade:** ETG

3. **Date of Commencement:** 29-03-2021

4. **Salary:** As per the salary Annexure.

5. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.

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22-02-2021

Ref: SSSL/HR /APPT

Dear K BABURAO

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Trainee Systems Analyst

2. **Grade:** ETG

3. **Date of Commencement: 29-03-2021**

4. **Salary:** As per the salary Annexure.

5. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.

6. You will be governed by the Leave Rules of the Company.

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10. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.

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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

HLF SERVICES

Ms. LANKA SARALA

Emp Code HSL29022

CREDIT CO-ORDINATOR

VIJAYAWADA

SUBJECT: EMPLOYMENT

With reference to our Offer and your acceptance, We are glad to offer you employment with HLF SERVICES LIMITED with effect from 02-MARCH-2021.

Subsequent to this Employment

1 Your place of posting will be at our VIJAYAWADA office.

2 You position will be CREDIT CO-ORDINATOR.

3 Your grade shall be S9.

4 You will be paid a total remuneration of Rs. 274482 p.a. (Rupees - Two Lakh Seventy Four Thousand Four Hundred Eighty Two only). w.e.f 02-MARCH-2021,break-up of which is enclosed. In additions you will be eligible to participate in our incentive programme as detailed in the annexure 2.

5 Your date of joining shall be considered as 02-MARCH-2021 for all terminal benefits.

6 Your Employment Code is HSL29021. You shall quote this code for all future Correspondence.

7 You will be able to access our apps by loging in to https://apps.hindujaleylandfinance.com, We have sent your login details(userid/password) to your personal mail id as mail and to your mobile as sms. We request you to change your password immediately on your first login.

Please return to us the signed copy of disciplinary declaration & the duplicate copy of this letter along with a copy of the attached General Terms & Condition duly signed by you as a token of your acceptance of this employment.

We welcome you to our organisation & wish you all success.

Best wishes,

Authorized Signatory

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

HLF SERVICES

Annexure – I	
Name	Ms. L SARALA
Role	CREDIT CO-ORDINATOR
Grade	S9
Location	VIJAYAWADA
Salary Components	
BASIC	6,000
HRA	3,000
CONVEYANCE	1,200
LTA	500
MEDICAL ALLOWANCE	1,250
SPECIAL ALLOWANCE	8,181
Gross Total	20,131
Sub Total A	241,572
Retirals (Company contribution) :	
PF	21,600
Gratuity	3,462
ESI	7,848
Sub Total 'B'	32,910
Total Fixed CTC per annum 'A'+'B'	274,482

Yours faithfully

For HLF SERVICES LIMITED,

Authorized Signatory

I accept the offer for the position as mentioned above with the offered salary package & terms and conditions as communicated to me at the time of offer rollout.

Signature of the Employee

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

HLF SERVICES

Mr. BHUKYA MOHAN

Emp Code HSL29027

CREDIT CO-ORDINATOR

VIJAYAWADA

SUBJECT: EMPLOYMENT

With reference to our Offer and your acceptance, We are glad to offer you employment with HLF SERVICES LIMITED with effect from 02-March-2021.

Subsequent to this Employment

1 Your place of posting will be at our VIJAYAWADA office.

2 You position will be CREDIT CO-ORDINATOR.

3 Your grade shall be S9.

4 You will be paid a total remuneration of Rs. 274482 p.a. (Rupees - Two Lakh Seventy Four Thousand Four Hundred Eighty Two only). w.e.f 02-Aug-2023,break-up of which is enclosed. In additions you will be eligible to participate in our incentive programme as detailed in the annexure 2.

5 Your date of joining shall be considered as 02-Aug-2023 for all terminal benefits.

6 Your Employment Code is HSL29021. You shall quote this code for all future Correspondence.

7 You will be able to access our apps by loging in to https://apps.hindujaleylandfinance.com, We have sent your login details(userid/password) to your personal mail id as mail and to your mobile as sms. We request you to change your password immediately on your first login.

Please return to us the signed copy of disciplinary declaration & the duplicate copy of this letter along with a copy of the attached General Terms & Condition duly signed by you as a token of your acceptance of this employment.

We welcome you to our organisation & wish you all success.

Best wishes,

Authorized Signatory

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

HLF SERVICES

Annexure – I	
Name	Mr. BHUKYA MOHAN
Role	CREDIT CO-ORDINATOR
Grade	S9
Location	VIJAYAWADA
Salary Componenta	
BASIC	6,000
HRA	3,000
CONVEYANCE	1,200
LTA	500
MEDICAL ALLOWANCE	1,250
SPECIAL ALLOWANCE	8,181
Gross Total	20,131
Sub Total A	241,572
Retirals (Company contribution) :	
PF	21,600
Gratuity	3,462
ESI	7,848
Sub Total 'B'	32,910
Total Fixed CTC per annum 'A'+'B'	274,482

Yours faithfully

For HLF SERVICES LIMITED,

Authorized Signatory

I accept the offer for the position as mentioned above with the offered salary package & terms and conditions as communicated to me at the time of offer rollout.

Signature of the Employee

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

HLF SERVICES

Ms. G SASIKALA

Emp Code HSL29021

CREDIT CO-ORDINATOR

VIJAYAWADA

SUBJECT: EMPLOYMENT

With reference to our Offer and your acceptance, We are glad to offer you employment with HLF SERVICES LIMITED with effect from 02-MARCH-2021.

Subsequent to this Employment

1 Your place of posting will be at our VIJAYAWADA office.

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3 Your grade shall be S9.

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Authorized Signatory

Training & Placement Officer
Department of Training & Placement
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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

HLF SERVICES

Annexure - I	
Name	Ms. G SASIKALA
Role	CREDIT CO-ORDINATOR
Grade	S9
Location	VIJAYAWADA
Salary Components	
BASIC	6,000
HRA	3,000
CONVEYANCE	1,200
LTA	500
MEDICAL ALLOWANCE	1,250
SPECIAL ALLOWANCE	8,181
Gross Total	20,131
Sub Total A	241,572
Retirals (Company contribution) :	
PF	21,600
Gratuity	3,462
ESI	7,848
Sub Total 'B'	32,910
Total Fixed CTC per annum 'A'+'B'	274,482

Yours faithfully

For HLF SERVICES LIMITED,

Authorized Signatory

I accept the offer for the position as mentioned above with the offered salary package & terms and conditions as communicated to me at the time of offer rollout.

Signature of the Employee

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

HLF SERVICES

Mr. N LAXMAIAH

Emp Code HSL29023

CREDIT CO-ORDINATOR

VIJAYAWADA

SUBJECT: EMPLOYMENT

With reference to our Offer and your acceptance, We are glad to offer you employment with HLF SERVICES LIMITED with effect from 02-MARCH-2021.

Subsequent to this Employment

1 Your place of posting will be at our VIJAYAWADA office.

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3 Your grade shall be S9.

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Please return to us the signed copy of disciplinary declaration & the duplicate copy of this letter along with a copy of the attached General Terms & Condition duly signed by you as a token of your acceptance of this employment.

We welcome you to our organisation & wish you all success.

Best wishes,

Authorized Signatory

Training & Placement Officer
Department of Training & Placement
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Vijayawada Rural, NTR Dist., A.P

HLF SERVICES

Annexure - I	
Name	Mr. N LAXMAIAH
Role	CREDIT CO-ORDINATOR
Grade	S9
Location	VIJAYAWADA
Salary Components	
BASIC	6,000
HRA	3,000
CONVEYANCE	1,200
LTA	500
MEDICAL ALLOWANCE	1,250
SPECIAL ALLOWANCE	8,181
Gross Total	20,131
Sub Total A	241,572
Retirals (Company contribution) :	
PF	21,600
Gratuity	3,462
ESI	7,848
Sub Total 'B'	32,910
Total Fixed CTC per annum 'A'+'B'	274,482

Yours faithfully

For HLF SERVICES LIMITED,

Authorized Signatory

I accept the offer for the position as mentioned above with the offered salary package & terms and conditions as communicated to me at the time of offer rollout.

Signature of the Employee

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTION
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P

HLF SERVICES

Mr. V S R KRISHNA PRASAD

Emp Code HSL29023

CREDIT CO-ORDINATOR

VIJAYAWADA

SUBJECT: EMPLOYMENT

With reference to our Offer and your acceptance, We are glad to offer you employment with HLF SERVICES LIMITED with effect from 02-MARCH-2021.

Subsequent to this Employment

1 Your place of posting will be at our VIJAYAWADA office.

2 You position will be CREDIT CO-ORDINATOR.

3 Your grade shall be S9.

4 You will be paid a total remuneration of Rs. 274482 p.a. (Rupees - Two Lakh Seventy Four Thousand Four Hundred Eighty Two only). w.e.f 02-MARCH-2021,break-up of which is enclosed. In additions you will be eligible to participate in our incentive programme as detailed in the annexure 2.

5 Your date of joining shall be considered as 02-MARCH-2021 for all terminal benefits.

6 Your Employment Code is HSL29021. You shall quote this code for all future Correspondence.

7 You will be able to access our apps by loging in to https://apps.hindujaleylandfinance.com, We have sent your login details(userid/password) to your personal mail id as mail and to your mobile as sms. We request you to change your password immediately on your first login.

Please return to us the signed copy of disciplinary declaration & the duplicate copy of this letter along with a copy of the attached General Terms & Condition duly signed by you as a token of your acceptance of this employment.

We welcome you to our organisation & wish you all success.

Best wishes,

Authorized Signatory

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTION

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTION
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.

HLF SERVICES

Annexure – I	
Name	Mr. V S R KRISHNA PRASAD
Role	CREDIT CO-ORDINATOR
Grade	S9
Location	VIJAYAWADA
Salary Components	
BASIC	6,000
HRA	3,000
CONVEYANCE	1,200
LTA	500
MEDICAL ALLOWANCE	1,250
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Gross Total	20,131
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Yours faithfully

For HLF SERVICES LIMITED,

Authorized Signatory

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Signature of the Employee

Training & Placement Officer
Department of Training & Placement
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VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist..

HLF SERVICES

Ms. V SIRISHA

Emp Code HSL29023

CREDIT CO-ORDINATOR

VIJAYAWADA

SUBJECT: EMPLOYMENT

With reference to our Offer and your acceptance, We are glad to offer you employment with HLF SERVICES LIMITED with effect from 02-MARCH-2021.

Subsequent to this Employment

1 Your place of posting will be at our VIJAYAWADA office.

2 You position will be CREDIT CO-ORDINATOR.

3 Your grade shall be S9.

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Please return to us the signed copy of disciplinary declaration & the duplicate copy of this letter along with a copy of the attached General Terms & Condition duly signed by you as a token of your acceptance of this employment.

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Best wishes,

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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P

HLF SERVICES

Annexure – I	
Name	Ms. V SIRISHA
Role	CREDIT CO-ORDINATOR
Grade	S9
Location	VIJAYAWADA
Salary Components	
BASIC	6,000
HRA	3,000
CONVEYANCE	1,200
LTA	500
MEDICAL ALLOWANCE	1,250
SPECIAL ALLOWANCE	8,181
Gross Total	20,131
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Yours faithfully

For HLF SERVICES LIMITED,

Authorized Signatory

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Signature of the Employee

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Department of Training & Placement
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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A

paytm Services

Private and Confidential

08.Feb-2021

Reference ID: **APPT/010018281/2021**

Name: **K NAGA DURGA**
E-Code: **010018281**

Dear **K NAGA DURGA**,

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01A** grade with our company "Paytm Services Private Limited", with effect from **12/04/2021** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

1. Your total CTC is **Rs. 396000 Rupees Three Lakhs Ninety Six Thousand Only** per annum. Out of this CTC **Rs. 144000 Rupees One Lakh Forty Four Thousand Only** per annum will be linked with your performance and target achievements. This is the total cost to the Company and all necessary taxes will be deducted at source along with all statutory deductions. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund Shall be met out of the above said salary.

2. Your salary and other remuneration details are known to you only. Others within the organization will know your salary only on a need to know basis. You shall not divulge the details of your salary to anyone in the organization 'under any circumstances and breach of this clause shall be treated as 'cause' as defined in clause 23 of this letter. The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.

3. You will render your services exclusively to Paytm Services on a full-time basis. You are not entitled to take up any other assignment or employment of any nature whatsoever, part time or otherwise, with any other company, organization or individual, which may involve personal input directly or indirectly in any way whatsoever.

4. You will be entitled to leaves as per the rules of the company.

5. You shall be governed by the Personnel Policies and Rules of Conduct of the Company. The Personnel Policies, Non-Disclosure Agreement which covers Invention Assignment, Confidentiality, Non-Compete and Non-Solicitation Clauses of the Company will be periodically updated, and you will be bound by the terms of such updated policies/terms from time to time.

Paytm Services Private Limited
(Formerly known as Balance Technology Private Limited)
offer@paytmservices.com
www.One97.com

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

Corporate Office - B 121, Sector 5, Noida 201301, India
T: +91 120 4770770 F: +91 120 4770771 CIN: U74110KA2016PTC094535
Registered Office - Ground Floor, Esaar Vaishnavi Summit, 6/B 7th Main,
80 Feet Road, 3rd Block, Industrial Layout, Koramangala, Bangalore - 560034

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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A

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6. All notices or other communications required or permitted to be delivered or given hereunder shall be delivered to the intended recipient by prepaid post, by hand or email, at the address mentioned along with the Party's names in the beginning of this Agreement. You shall promptly intimate the Company in writing of any change in address. Any notice given or made under this Agreement will be taken to be duly give or made in the case of delivery in person, when delivered; in the case of delivery by post, 5 days after posting; and in case of email, immediately after the transmission.

7. In case of any dispute with regard to these agreement, the same shall be amicably settled between us failing which the Company shall have the discretion to appoint a sole arbitrator. Such arbitration shall be governed by the provisions of the India Arbitration and Conciliation Act, 1996 or any amendment thereto. The venue for arbitration shall be Delhi and the arbitration proceedings shall be in English. Any award passed by the arbitrator shall be final and binding on the parties and shall be enforceable in any court of law having competent jurisdiction.

This is a system generated mail, by default we consider it as your acceptance on all the employment term.

We look forward to a productive and mutually beneficial relationship.

Yours sincerely,

Gaurav Chopra

Authorized Signatory

Acceptance

Name: _____

Signature: _____

Date: _____

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Vijayawada Rural, NTR

paytm Services

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Reference ID: **APPT/010018282/2021**

08.Feb-2021

Name: **K SANDHYA**
E-Code: **010018282**

Dear **K SANDHYA**,

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01A** grade with our company "Paytm Services Private Limited", with effect from **12/04/2021** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

1. Your total CTC is **Rs. 396000 Rupees Three Lakhs Ninety Six Thousand Only** per annum. Out of this CTC **Rs. 144000 Rupees One Lakh Forty Four Thousand Only** per annum will be linked with your performance and target achievements. This is the total cost to the Company and all necessary taxes will be deducted at source along with all statutory deductions. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund Shall be met out of the above said salary.

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3. You will render your services exclusively to Paytm Services on a full-time basis. You are not entitled to take up any other assignment or employment of any nature whatsoever, part time or otherwise, with any other company, organization or individual, which may involve personal input directly or indirectly in any way whatsoever.

4. You will be entitled to leaves as per the rules of the company.

5. You shall be governed by the Personnel Policies and Rules of Conduct of the Company. The Personnel Policies, Non-Disclosure Agreement which covers Invention Assignment, Confidentiality, Non-Compete and Non-Solicitation Clauses of the Company will be periodically updated, and you will be bound by the terms of such updated policies/terms from time to time.

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VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Paytm Services

Private and Confidential

Reference ID: **APPT/010018283/2021** **08.Feb-2021**

Name: **K ANJALI**
E-Code: **010018283**

Dear **K ANJALI**,

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01A** grade with our company "Paytm Services Private Limited", with effect from **12/04/2021** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

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Training & Placement Officer
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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Private and Confidential

08.Feb-2021

Reference ID: APPT/010018290/2021

Name: K VINITH
E-Code: 010018290

Dear K VINITH,

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01A** grade with our company "Paytm Services Private Limited", with effect from **12/04/2021** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

Private and Confidential

Reference ID: **APPT/010018284/2021**

08.Feb-2021

Name: **L DURGA PRASAD**
E-Code: **010018284**

Dear **L DURGA PRASAD,**

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01A** grade with our company "Paytm Services Private Limited", with effect from **12/04/2021** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

1. Your total CTC is **Rs. 396000 Rupees Three Lakhs Ninety Six Thousand Only** per annum. Out of this CTC **Rs. 144000 Rupees One Lakh Forty Four Thousand Only** per annum will be linked with your performance and target achievements. This is the total cost to the Company and all necessary taxes will be deducted at source along with all statutory deductions. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund Shall be met out of the above said salary.

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Training & Placement Officer
Department of Training
VIKAS GROUP OF INSTITUTIONS

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NUNNA-521 212.
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Paytm Services

Private and Confidential

Reference ID: **APPT/010018285/2021** **08.Feb-2021**

Name: **M DEEPIKA**
E-Code: **010018285**

Dear **M DEEPIKA,**

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01A** grade with our company "Paytm Services Private Limited", with effect from **12/04/2021** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

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Vijayawada Rural, NTR Dist., A.P.

Private and Confidential

Reference ID: **APPT/010018297/2021**

08.Feb-2021

Name: **MUNAGALA HARSHINI**
E-Code: **010018297**

Dear **MUNAGALA HARSHINI**

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01A** grade with our company "Paytm Services Private Limited", with effect from **12/04/2021** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
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Vijayawada Rural, NTR Dist., A.P.

Paytm Services

6. You are bound by a strict confidentiality and privacy policy and shall not divulge to anyone verbally or otherwise any Company its affiliates and subsidiaries information, particulars or details of administrative/Business/organizational and of Company its affiliates and subsidiaries customers/clients, or any other matters which it may be your personal privilege to know by virtue of your being our employee. As used in this letter, 'Business' means the businesses carried on by the Company its affiliates and subsidiaries, or which may be carried out in future during the tenure of your association with the Company.

7. You are required to sign the Non-Disclosure Agreement which covers Invention Assignment, Confidentiality, Non-Compete and Non-Solicitation Clauses.

8. This is understood that the Company develops and markets application interaction, products and services, you agree that during the period of your employment and for a period of (12) months thereafter, you will not directly or indirectly: (i) market or sell products or perform services such as are offered or conducted by the Company , its affiliates and subsidiaries during the period of your employment, to any customer or client of the Company particularly with respect to matters as involved/conducted by you and/or the concerned team in which you am working and/or related to such matters, during the period of your employment with the Company (ii) be employed with, or engage in, manage, operate, be connected with or acquire any interest in, as an advisor, agent, owner, partner, co-venture, principal, director, shareholder, tender or otherwise, any business competitive with the Company, its affiliates or subsidiaries, particularly with respect to matters as involved/conducted by you and/or the concerned team in which you am working and related to such matters, during the period of your employment with the Company.), except that you may own, in the aggregate, not more than 1% of the outstanding shares of any publicity held corporation which is a competitive Business which has shares listed for trading on securities exchange registered with the securities and Exchange Commission or through the automatic quotation system of a registered securities association.

9. In case you are suggesting or confirming procurement or purchase or availment of material or services from your relatives, friends, associates, acquaintances directly or indirectly you will disclose the same to the management as part of purchase process. In case you fail to disclose the same and such non-disclosure puts the Company or its associates or subcontractors at a disadvantage or commercial loss, the company can take appropriate action against you. If you are aware of any unethical practices which are putting company or its associates or subcontractors under any commercial disadvantage you are expected to share this at codeofconduct@paytmservices.com.

10. You must, at all times, comply with the applicable rules and regulations, honest conduct, high ethical business standards and commitment to the company. Organization will not tolerate any such incident wherein an employee is found to be involved in any unethical business dealing and benefiting himself/herself or helping someone with whom he/she is associated directly or indirectly or has vested interest for personal benefit/gains. Any breach will be viewed seriously and it may lead to severe disciplinary action and legalproceedings.

11. You have agreed that during your employment with Paytm Services you will disclose the details of any relative or partnership firm or sole proprietorship firm or companies in which you or your relative(s) may have any direct or indirect interest by virtue of being partner or employee or shareholder or otherwise who/which propose to enter or are already into any transaction/agreement with Paytm Services in connection with its business affairs. This disclosure shall be made by you forthwith, when information of such transaction/agreement comes to your notice.

12. As per the agreement, you agree that after the date hereof during employment with Paytm Services and for a period of 2 years after employment with Paytm Services you shall not, unless required by law, subpoena or court order, without the prior written consent of the Company, directly or indirectly,

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

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6. You are bound by a strict confidentiality and privacy policy and shall not divulge to anyone verbally or otherwise any Company its affiliates and subsidiaries information, particulars or details of administrative/Business/organizational and of Company its affiliates and subsidiaries customers/clients, or any other matters which it may be your personal privilege to know by virtue of your being our employee. As used in this letter, 'Business' means the businesses carried on by the Company its affiliates and subsidiaries, or which may be carried out in future during the tenure of your association with the Company.

7. You are required to sign the Non-Disclosure Agreement which covers Invention Assignment, Confidentiality, Non-Compete and Non-Solicitation Clauses.

8. This is understood that the Company develops and markets application interaction, products and services, you agree that during the period of your employment and for a period of (12) months thereafter, you will not directly or indirectly: (i) market or sell products or perform services such as are offered or conducted by the Company , its affiliates and subsidiaries during the period of your employment, to any customer or client of the Company particularly with respect to matters as involved/conducted by you and/or the concerned team in which you am working and/or related to such matters, during the period of your employment with the Company (ii) be employed with, or engage in, manage, operate, be connected with or acquire any interest in, as an advisor, agent, owner, partner, co-venture, principal, director, shareholder, tender or otherwise, any business competitive with the Company, its affiliates or subsidiaries, particularly with respect to matters as involved/conducted by you and/or the concerned team in which you am working and related to such matters, during the period of your employment with the Company.), except that you may own, in the aggregate, not more than 1% of the outstanding shares of any publicity held corporation which is a competitive Business which has shares listed for trading on securities exchange registered with the securities and Exchange Commission or through the automatic quotation system of a registered securities association.

9. In case you are suggesting or confirming procurement or purchase or availment of material or services from your relatives, friends, associates, acquaintances directly or indirectly you will disclose the same to the management as part of purchase process. In case you fail to disclose the same and such non-disclosure puts the Company or its associates or subcontractors at a disadvantage or commercial loss, the company can take appropriate action against you. If you are aware of any unethical practices which are putting company or its associates or subcontractors under any commercial disadvantage you are expected to share this at codeofconduct@paytmservices.com.

10. You must, at all times, comply with the applicable rules and regulations, honest conduct, high ethical business standards and commitment to the company. Organization will not tolerate any such incident wherein an employee is found to be involved in any unethical business dealing and benefiting himself/herself or helping someone with whom he/she is associated directly or indirectly or has vested interest for personal benefit/gains. Any breach will be viewed seriously and it may lead to severe disciplinary action and legal proceedings.

11. You have agreed that during your employment with Paytm Services you will disclose the details of any relative or partnership firm or sole proprietorship firm or companies in which you or your relative(s) may have any direct or indirect interest by virtue of being partner or employee or shareholder or otherwise who/which propose to enter or are already into any transaction/agreement with Paytm Services in connection with its business affairs. This disclosure shall be made by you forthwith, when information of such transaction/agreement comes to your notice.

12. As per the agreement, you agree that after the date hereof during employment with Paytm Services and for a period of 2 years after employment with Paytm Services you shall not, unless required by law, subpoena or court order, without the prior written consent of the Company, directly or indirectly,

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Reference ID: **APPT/010018288/2021**

08.Feb-2021

Name: **N LEKESH REDDY**
E-Code: **010018288**

Dear **N LEKESH REDDY,**

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01A** grade with our company "Paytm Services Private Limited", with effect from **12/04/2021** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

1. Your total CTC is **Rs. 396000 Rupees Three Lakhs Ninety Six Thousand Only** per annum. Out of this CTC **Rs. 144000 Rupees One Lakh Forty Four Thousand Only** per annum will be linked with your performance and target achievements. This is the total cost to the Company and all necessary taxes will be deducted at source along with all statutory deductions. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund Shall be met out of the above said salary.

2. Your salary and other remuneration details are known to you only. Others within the organization will know your salary only on a need to know basis. You shall not divulge the details of your salary to anyone in the organization 'under any circumstances and breach of this clause shall be treated as 'cause' as defined in clause 23 of this letter. The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.

3. You will render your services exclusively to Paytm Services on a full-time basis. You are not entitled to take up any other assignment or employment of any nature whatsoever, part time or otherwise, with any other company, organization or individual, which may involve personal input directly or indirectly in any way whatsoever.

4. You will be entitled to leaves as per the rules of the company.

5. You shall be governed by the Personnel Policies and Rules of Conduct of the Company. The Personnel Policies, Non-Disclosure Agreement which covers Invention Assignment, Confidentiality, Non-Compete and Non-Solicitation Clauses of the Company will be periodically updated, and you will be bound by the terms of such updated policies/terms from time to time.

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Reference ID: **APPT/010018289/2021** **08.Feb-2021**

Name: **P DEVI PRIYANKA**
E-Code: **010018289**

Dear **P DEVI PRIYANKA,**

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01A** grade with our company "Paytm Services Private Limited", with effect from **12/04/2021** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

1. Your total CTC is **Rs. 396000 Rupees Three Lakhs Ninety Six Thousand Only** per annum. Out of this CTC **Rs. 144000 Rupees One Lakh Forty Four Thousand Only** per annum will be linked with your performance and target achievements. This is the total cost to the Company and all necessary taxes will be deducted at source along with all statutory deductions. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund Shall be met out of the above said salary.

2. Your salary and other remuneration details are known to you only. Others within the organization will know your salary only on a need to know basis. You shall not divulge the details of your salary to anyone in the organization 'under any circumstances and breach of this clause shall be treated as 'cause' as defined in clause 23 of this letter. The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.

3. You will render your services exclusively to Paytm Services on a full-time basis. You are not entitled to take up any other assignment or employment of any nature whatsoever, part time or otherwise, with any other company, organization or individual, which may involve personal input directly or indirectly in any way whatsoever.

4. You will be entitled to leaves as per the rules of the company.

5. You shall be governed by the Personnel Policies and Rules of Conduct of the Company. The Personnel Policies, Non-Disclosure Agreement which covers Invention Assignment, Confidentiality, Non-Compete and Non-Solicitation Clauses of the Company will be periodically updated, and you will be bound by the terms of such updated policies/terms from time to time.

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Reference ID: **APPT/010018286/2021**

08.Feb-2021

Name: **S TEJASWI**
E-Code: **010018286**

Dear **P DEVI PRIYANKA,**

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01A** grade with our company "Paytm Services Private Limited", with effect from **12/04/2021** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

1. Your total CTC is **Rs. 396000 Rupees Three Lakhs Ninety Six Thousand Only** per annum. Out of this CTC **Rs. 144000 Rupees One Lakh Forty Four Thousand Only** per annum will be linked with your performance and target achievements. This is the total cost to the Company and all necessary taxes will be deducted at source along with all statutory deductions. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund Shall be met out of the above said salary.

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Reference ID: **APPT/010018291/2021** **08.Feb-2021**

Name: **T SAI CHANDRIKA**
E-Code: **010018291**

Dear **T SAI CHANDRIKA,**

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01A** grade with our company "Paytm Services Private Limited", with effect from **12/04/2021** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

1. Your total CTC is **Rs. 396000 Rupees Three Lakhs Ninety Six Thousand Only** per annum. Out of this CTC **Rs. 144000 Rupees One Lakh Forty Four Thousand Only** per annum will be linked with your performance and target achievements. This is the total cost to the Company and all necessary taxes will be deducted at source along with all statutory deductions. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund Shall be met out of the above said salary.

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3. You will render your services exclusively to Paytm Services on a full-time basis. You are not entitled to take up any other assignment or employment of any nature whatsoever, part time or otherwise, with any other company, organization or individual, which may involve personal input directly or indirectly in any way whatsoever.

4. You will be entitled to leaves as per the rules of the company.

5. You shall be governed by the Personnel Policies and Rules of Conduct of the Company. The Personnel Policies, Non-Disclosure Agreement which covers Invention Assignment, Confidentiality, Non-Compete and Non-Solicitation Clauses of the Company will be periodically updated, and you will be bound by the terms of such updated policies/terms from time to time.

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Reference ID: **APPT/010018292/2021**

08.Feb-2021

Name: **V SUBRAHMANYAM**
E-Code: **010018292**

Dear **V SUBRAHMANYAM,**

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01A** grade with our company "Paytm Services Private Limited", with effect from **12/04/2021** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

1. Your total CTC is **Rs. 396000 Rupees Three Lakhs Ninety Six Thousand Only** per annum. Out of this CTC **Rs. 144000 Rupees One Lakh Forty Four Thousand Only** per annum will be linked with your performance and target achievements. This is the total cost to the Company and all necessary taxes will be deducted at source along with all statutory deductions. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund Shall be met out of the above said salary.

2. Your salary and other remuneration details are known to you only. Others within the organization will know your salary only on a need to know basis. You shall not divulge the details of your salary to anyone in the organization 'under any circumstances and breach of this clause shall be treated as 'cause' as defined in clause 23 of this letter. The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.

3. You will render your services exclusively to Paytm Services on a full-time basis. You are not entitled to take up any other assignment or employment of any nature whatsoever, part time or otherwise, with any other company, organization or individual, which may involve personal input directly or indirectly in any way whatsoever.

4. You will be entitled to leaves as per the rules of the company.

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Reference ID: **APPT/010018293/2021**

08.Feb-2021

Name: **V AMULYA**
E-Code: **010018293**

Dear **V AMULYA**,

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01A** grade with our company "Paytm Services Private Limited", with effect from **12/04/2021** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

1. Your total CTC is **Rs. 396000 Rupees Three Lakhs Ninety Six Thousand Only** per annum. Out of this CTC **Rs. 144000 Rupees One Lakh Forty Four Thousand Only** per annum will be linked with your performance and target achievements. This is the total cost to the Company and all necessary taxes will be deducted at source along with all statutory deductions. If you are covered under the Provident Fund Schome, then the employer contribution to the provident fund Shall be met out of the above said salary.

2. Your salary and other remuneration details are known to you only. Others within the organization will know your salary only on a need to know basis. You shall not divulge the details of your salary to anyone in the organization 'under any circumstances and breach of this clause shall be treated as 'cause' as defined in clause 23 of this letter. The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.

3. You will render your services exclusively to Paytm Services on a full-time basis. You are not entitled to take up any other assignment or employment of any nature whatsoever, part time or otherwise, with any other company, organization or individual, which may involve personal input directly or indirectly in any way whatsoever.

4. You will be entitled to leaves as per the rules of the company.

5. You shall be governed by the Personnel Policies and Rules of Conduct of the Company. The Personnel Policies, Non-Disclosure Agreement which covers Invention Assignment, Confidentiality, Non-Compete and Non-Solicitation Clauses of the Company will be periodically updated, and you will be bound by the terms of such updated policies/terms from time to time.

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RP - Sanjiv Goenka Group
Growing Legacies

firstsource

Feb 15, 2021

Dear B NAGASUNANDA,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of CSA, Associate at the company's Vijayawada office.

The break-up of the salary offered is provided below:

COMPONENT	AMOUNT (Rs)
Basic	Rs4,800.00
Special Allowance / FBP	Rs2,101.00
House Rent Allowance	Rs2,400.00
Conveyance	Rs1,600.00
Medical	Rs1,500.00
Statutory Bonus	Rs2,296.00
GROSS SALARY	Rs14,697.00
PF (12% of Basic) – Co. Contribution	Rs576.00
Gratuity(4.8% of Basic)*	Rs230.00
ESI (3.25% of Gross) - Co. Contribution	Rs478.00
RETIRALS	Rs1,284.00
FIXED SALARY (p.m.)	Rs15,981.00
FIXED SALARY (p.a.)	Rs191,772.00
Performance Pay (p.a)**	Rs6,000.00
TOTAL ANNUAL CTC (p.a)	Rs197,772.00

A. Statutory Applicability and other Allowances:

- Gratuity will be paid in accordance with the Payment of Gratuity Act, 1972;
- Provident Fund contribution will be in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952;
- Statutory bonus will be paid in accordance with the Payment of Bonus Act, 1965;
- Taxes as per the Income Tax Act, 1961 will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

B. Appointment Details:

Date of joining	March 21, 2021

Statutory deductions & payments will be applicable in accordance with your eligibility under law, Any incentive / performance / variable, pay will be applicable as per your eligibility under company policies.

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You will be given an appointment letter with the terms and conditions of your employment if you accept this offer and are appointed in the Company.

Your appointment in the Company is subject to the submission of documents as requested and a successful background verification check which will be conducted by the Company.

This offer is valid till June 28, 2023 from the date of issue for your acceptance and will be rescinded by the Company in the absence of acceptance by you.

We hope that your association with the Company will be a long and fruitful one.

Thanking You,

For Firstsource Solutions Limited

hul Bhargava

Global Head – Human Resources

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RP - Sanjiv Goenka Group
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firstsource

Feb 15, 2021

Dear B SOWJANYA,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of CSA, Associate at the company's Vijayawada office.

The break-up of the salary offered is provided below:

COMPONENT	AMOUNT (Rs)
Basic	Rs4,800.00
Special Allowance / FBP	Rs2,101.00
House Rent Allowance	Rs2,400.00
Conveyance	Rs1,600.00
Medical	Rs1,500.00
Statutory Bonus	Rs2,296.00
GROSS SALARY	Rs14,697.00
PF (12% of Basic) – Co. Contribution	Rs576.00
Gratuity(4.8% of Basic)*	Rs230.00
ESI (3.25% of Gross) - Co. Contribution	Rs478.00
RETIRALS	Rs1,284.00
FIXED SALARY (p.m.)	Rs15,981.00
FIXED SALARY (p.a.)	Rs191,772.00
Performance Pay (p.a)**	Rs6,000.00
TOTAL ANNUAL CTC (p.a)	Rs197,772.00

A. Statutory Applicability and other Allowances:

- Gratuity will be paid in accordance with the Payment of Gratuity Act, 1972;
- Provident Fund contribution will be in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952;
- Statutory bonus will be paid in accordance with the Payment of Bonus Act, 1965;
- Taxes as per the Income Tax Act, 1961 will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

B. Appointment Details:

Date of joining	March 21, 2021

Statutory deductions & payments will be applicable in accordance with your eligibility under law, Any incentive / performance / variable, pay will be applicable as per your eligibility under company policies.

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Growing Legacies

firstsource

Feb 15, 2021

Dear CH RAMESH BABU,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of CSA, Associate at the company's Vijayawada office.

The break-up of the salary offered is provided below:

COMPONENT	AMOUNT (Rs)
Basic	Rs4,800.00
Special Allowance / FBP	Rs2,101.00
House Rent Allowance	Rs2,400.00
Conveyance	Rs1,600.00
Medical	Rs1,500.00
Statutory Bonus	Rs2,296.00
GROSS SALARY	Rs14,697.00
PF (12% of Basic) – Co. Contribution	Rs576.00
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FIXED SALARY (p.a.)	Rs191,772.00
Performance Pay (p.a)**	Rs6,000.00
TOTAL ANNUAL CTC (p.a)	Rs197,772.00

A. Statutory Applicability and other Allowances:

- Gratuity will be paid in accordance with the Payment of Gratuity Act, 1972;
- Provident Fund contribution will be in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952;
- Statutory bonus will be paid in accordance with the Payment of Bonus Act, 1965;
- Taxes as per the Income Tax Act, 1961 will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

B. Appointment Details:

Date of joining	March 21, 2021

Statutory deductions & payments will be applicable in accordance with your eligibility under law, Any incentive / performance / variable, pay will be applicable as per your eligibility under company policies.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

RP - Sanjiv Goenka Group
Growing Legacies

firstsource

Feb 15, 2021

Dear D DURGA RAO,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of CSA, Associate at the company's Vijayawada office.

The break-up of the salary offered is provided below:

COMPONENT	AMOUNT (Rs)
Basic	Rs4,800.00
Special Allowance / FBP	Rs2,101.00
House Rent Allowance	Rs2,400.00
Conveyance	Rs1,600.00
Medical	Rs1,500.00
Statutory Bonus	Rs2,296.00
GROSS SALARY	Rs14,697.00
PF (12% of Basic) – Co. Contribution	Rs576.00
Gratuity(4.8% of Basic)*	Rs230.00
ESI (3.25% of Gross) - Co. Contribution	Rs478.00
RETIRALS	Rs1,284.00
FIXED SALARY (p.m.)	Rs15,981.00
FIXED SALARY (p.a.)	Rs191,772.00
Performance Pay (p.a)**	Rs6,000.00
TOTAL ANNUAL CTC (p.a)	Rs197,772.00

A. Statutory Applicability and other Allowances:

- Gratuity will be paid in accordance with the Payment of Gratuity Act, 1972;
- Provident Fund contribution will be in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952;
- Statutory bonus will be paid in accordance with the Payment of Bonus Act, 1965;
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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

RP - Sanjiv Goenka Group
Growing Legacies

firstsource

Feb 15, 2021

Dear G THIRUPATHI REDDY,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of CSA, Associate at the company's Vijayawada office.

The break-up of the salary offered is provided below:

COMPONENT	AMOUNT (Rs)
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Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

RP - Sanjiv Goenka Group
Growing Legacies

firstsource

Feb15, 2021

Dear K VIJAY BABU,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of CSA, Associate at the company's Vijayawada office.

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COMPONENT	AMOUNT (Rs)
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B. Appointment Details:

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

RP - Sanjiv Goenka Group
Growing Legacies

firstsource

Feb 15, 2021

Dear K VENKATA JASWANTH SAI ,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of CSA, Associate at the company's Vijayawada office.

The break-up of the salary offered is provided below:

COMPONENT	AMOUNT (Rs)
Basic	Rs4,800.00
Special Allowance / FBP	Rs2,101.00
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- Taxes as per the Income Tax Act, 1961 will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

B. Appointment Details:

Date of joining	March 21, 2021

Statutory deductions & payments will be applicable in accordance with your eligibility under law, Any incentive / performance / variable, pay will be applicable as per your eligibility under company policies.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTION
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.

RP - Sanjiv Goenka Group
Growing Legacies

firstsource

Feb 15, 2021

Dear M JHANSI RANI ,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of CSA, Associate at the company's Vijayawada office.

The break-up of the salary offered is provided below:

COMPONENT	AMOUNT (Rs)
Basic	Rs4,800.00
Special Allowance / FBP	Rs2,101.00
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B. Appointment Details:

Date of joining	March 21, 2021

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212,
Vijayawada Rural, NTR Dist., A.P.

RP - Sanjiv Goenka Group
Growing Legacies

firstsource

Feb 15, 2021

Dear N USHA MADHAVI,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of CSA, Associate at the company's Vijayawada office.

The break-up of the salary offered is provided below:

COMPONENT	AMOUNT (Rs)
Basic	Rs4,800.00
Special Allowance / FBP	Rs2,101.00
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B. Appointment Details:

Date of joining	March 21, 2021

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural (M)

RP - Sanjiv Goenka Group
Growing Legacies

firstsource

Feb 15, 2021

Dear R HEMANTHA REDDY,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of CSA, Associate at the company's Vijayawada office.

The break-up of the salary offered is provided below:

COMPONENT	AMOUNT (Rs)
Basic	Rs4,800.00
Special Allowance / FBP	Rs2,101.00
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Conveyance	Rs1,600.00
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B. Appointment Details:

Date of joining	March 21, 2021

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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

amdis

20/02/2021

A LAKSHMI PRASANNA.
Vijayawada,
Andhra Pradesh.

Subject- Offer Letter

Dear Ms. **A LAKSHMI PRASANNA.**

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

you will be paid CTC-Salary of INR 2.31 lakh per annum as agreed mutually by us, to be broken downinto various subheads later on viz. Basic Salary, Provident fund, House Rent, Medical and Education allowance etc. On your confirmation further formalities will be completed.

You will be based at Vijayawada and will be reporting to Mr. R Anllkumar-ABM-Vijayawada.

Kindly submit the following documents:

1. Xerox copy of Diploma /Degree/Secondary leaving certificate or Equivalent educational qualifications with Mark sheets.
2. Details of Membership if any, of the Provident Fund, ESI, Family Pension scheme etc...
3. 6 numbers of passport size photos.
4. Original Cancelled Cheque Copy.
5. Relieving letter from Previous Employer.
6. Address Proof and Aadhar Card.

Amdis Healthsciences Pvt Ltd.
Na BA 3 Floor Sri Krishna Industrial Estate Mettukl
ppanJ Main Road Vanagar and Chennai-6000°u5 Phone number
+91- 44-247 61 507 Website www an dis Tn
G.S°N 33AASCA204BE ZO. CIN US1900 N?01?PTC1 28562

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

amdis

B NEELI GAGAN,
Vijayawada,
Andhra Pradesh.

20/02/2021

Subject- Offer Letter

Dear Mr. B NEELI GAGAN.

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

you will be paid CTC-Salary of INR 2.31 lakh per annum as agreed mutually by us, to be broken downinto various subheads later on viz. Basic Salary, Provident fund, House Rent, Medical and Education allowance etc. On your confirmation further formalities will be completed.

You will be based at Vijayawada and will be reporting to Mr. R Anilkumar-ABM-Vijayawada.

Kindly submit the following documents:

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6. Address Proof and Aadhar Card.

Amdis Healthsciences Pvt Ltd.
No BA 3 Floor Sri Krishna Industrial Estate Mettukk
ppanJ Main Road Vanagar and Chennai-6000'u5 Phone number
+91- 44-247 61 5\7 \Nebsite www an dis Tn
G.S'N 33AASCA204 BE ZO. CIN U51900 N?01'?PIC1 28862

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

amdis

20/02/2021

B T V D H PRASAD.
Vijayawada,
Andhra Pradesh.

Subject- Offer Letter

Dear Mr. **B T V D H PRASAD.**

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

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Amdis Healthsciences Pvt Ltd.
No BA 3 Floor Sri Krishna Industrial Estate Mettukkadai Main Road Vanagar and Chennai-600095 Phone number
+91- 44-747 61 507 Website www.amdis.in
GSTIN 33AASCA2048E ZO. CIN US1900 NT017PTC128862

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

amdis

CHINTHA BINDU,
Vijayawada,
Andhra Pradesh.

20/02/2021

Subject- Offer Letter

Dear Ms. **CHINTHA BINDU.**

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

you will be paid CTC-Salary of INR 2.31 lakh per annum as agreed mutually by us, to be broken downinto various subheads later on viz. Basic Salary, Provident fund, House Rent, Medical and Education allowance etc. On your confirmation further formalities will be completed.

You will be based at Vijayawada and will be reporting to Mr. R Anilkumar-ABM-Vijayawada.

Kindly submit the following documents:

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Amdis Healthsciences Pvt Ltd.
No BA 3 Floor Sri Krishna Industrial Estate Mettukk
ppanl Main Road Vanagar and Chennai-6000'u5 Phone number
+91- 44-747 61 5i7 \Nebsite www an dis Tn
G.S*N 33AAS C A 204 BE ZO. CIN US1900 N7012PTC1 26862

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-621 212.
Vijayawada Rural, NTR Dist., A.P.

amdis

20/02/2021

D ATMA REDDY.
Vijayawada,
Andhra Pradesh.

Subject- Offer Letter

Dear Mr. **D ATMA REDDY.**

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

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Amdis Healthsciences Pvt Ltd.
No BA 3 Floor Sri Krishna Industrial Estate Mettukk
ppanJ Main Road Vanagar and Chennai-600077 Phone number
+91- 44-347 61 507 Website www.amdis.in
GSTN 33AASCA2048E ZO CIN US1900 N701?PTC1 28862

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

amdis

G SHIVA ROOPESH KUMAR,
Vijayawada,
Andhra Pradesh.

20/02/2021

Subject- Offer Letter

Dear Mr. **G SHIVA ROOPESH KUMAR.**

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

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Amdis Healthsciences Pvt Ltd.
Na BA 3 Floor Sri Krishna Industrial Estate Mettukk
ppaal Main Road Vanagar and Chennai-6000'u3 Phone number
+91- 44-247 61 507 \Nebsite www an dis Tn
G S'N 33AASCA204BE ZO. CIN US1900 N?01?PTC1 28862

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

amdis

G VENKATESWARA RAO,
Vijayawada,
Andhra Pradesh.

20/02/2021

Subject- Offer Letter

Dear **G VENKATESWARA RAO.**

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

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Amdis Healthsciences Pvt Ltd.
Na BA 3 Floor Sri Krishna Iridustrial Estate Mettrik\
ppanJ Main Road Vanagar and Chennai-6000'u5 Phone number
+91- 44-747 61 507 \Nebsite www an dis Tn
G.S*N 33AASCA204 BE ZO. CIN US1900 N701?PTC1 28882

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

amdis

20/02/2021

K RAMAKRISHNA.
Vijayawada,
Andhra Pradesh.

Subject- Offer Letter

Dear Mr. **K RAMAKRISHNA.**

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

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6. Address Proof and Aadhar Card.

Amdis Healthsciences Pvt Ltd.
Na BA 3 Floor Sri Kr ishna Iridustr lol Estate Mettrikk
ppanJ Main Road Vanagar and Chennai-60000'a5 Phone number
+91- 44-747 61 507 \Nebsite www an dis 'In
G.S'N 33AAS C A204 BB ZO. CIN US1900 N?01?PTC1 25862

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
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NUNNA-621 212.
Vijayawada Rural, NTR Dist., A.P.

amdis

K MOUNIKA,
Vijayawada,
Andhra Pradesh.

20/02/2021

Subject- Offer Letter

Dear Ms. K MOUNIKA.

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

you will be paid CTC-Salary of INR 2.31 lakh per annum as agreed mutually by us, to be broken downinto various subheads later on viz. Basic Salary, Provident fund, House Rent, Medical and Education allowance etc. On your confirmation further formalities will be completed.

You will be based at Vijayawada and will be reporting to Mr. R Anllkumar-ABM-Vijayawada.

Kindly submit the following documents:

1. Xerox copy of Diploma /Degree/5econdary leaving certificate or Equivalent educational qualifications with Mark sheets.
2. Details of Membership if any, of the Provident Fund, ESI, Family Pension scheme etc...
3. 6 numbers of passport size photos.
4. Original Cancelled Cheque Copy.
5. Relieving letter from Previous Employer.
6. Address Proof and Aadhar Card.

Amdis Healthsciences Pvt Ltd.
Na BA 3 Floor Sri Krishna Industrial Estate Mettukk
ppanl Main Road Vanagar and Chennai-6000'u3 Phone number
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NUNNA-621 212.
Vijayawada Rural, NTR Dist.. A.P.

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20/02/2021

M SHANMUKHA SAI.
Vijayawada,
Andhra Pradesh.

Subject- Offer Letter

Dear Mr. **M SHANMUKHA SAI.**

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

you will be paid CTC-Salary of INR 2.31 lakh per annum as agreed mutually by us, to be broken downinto various subheads later on viz. Basic Salary, Provident fund, House Rent, Medical and Education allowance etc. On your confirmation further formalities will be completed.

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Vijayawada Rural, NTR Dist., A.P.

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20/02/2021

M DEEPIKA.
Vijayawada,
Andhra Pradesh.

Subject- Offer Letter

Dear Ms. M DEEPIKA.

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

you will be paid CTC-Salary of INR 2.31 lakh per annum as agreed mutually by us, to be broken downinto various subheads later on viz. Basic Salary, Provident fund, House Rent, Medical and Education allowance etc. On your confirmation further formalities will be completed.

You will be based at Vijayawada and will be reporting to Mr. R Anilkumar-ABM-Vijayawada.

Kindly submit the following documents:

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Vijayawada Rural, NTR Dist., A P

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N RAMYA,
Vijayawada,
Andhra Pradesh.

20/02/2021

Subject- Offer Letter

Dear Ms. N RAMYA.

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

you will be paid CTC-Salary of INR 2.31 lakh per annum as agreed mutually by us, to be broken downinto various subheads later on viz. Basic Salary, Provident fund, House Rent, Medical and Education allowance etc. On your confirmation further formalities will be completed.

You will be based at Vijayawada and will be reporting to Mr. R Anllkumar-ABM-Vijayawada.

Kindly submit the following documents:

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5. Relieving letter from Previous Employer.
6. Address Proof and Aadhar Card.

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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P

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20/02/2021

P SUKANYA.
Vijayawada,
Andhra Pradesh.

Subject- Offer Letter

Dear Ms. P SUKANYA.

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

you will be paid CTC-Salary of INR 2.31 lakh per annum as agreed mutually by us, to be broken downinto various subheads later on viz. Basic Salary, Provident fund, House Rent, Medical and Education allowance etc. On your confirmation further formalities will be completed.

You will be based at Vijayawada and will be reporting to Mr. R Anilkumar-ABM-Vijayawada.

Kindly submit the following documents:

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Amdis Healthsciences Pvt Ltd.
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ppanJ Main Road Vanagar and Chennai-6000°u5 Phone number
+91- 44-247 61 507 Website www an dis Tn
G S°N 33AAS C A 204 BE ZO. CIN US1900 N°01 2PTC 1 28662

Training & Placement Officer
Department of Training & Placement
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Vijayawada Rural, NTR Dist., A.P.

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We are sure that you're engaging presentation skills, industry experience, multi- tasking abilities, and strong sense of ethics, you would strengthen organizational efforts by motivating the whole team in surpassing desired objectives.

Wishing you a long, enjoyable and productive career with **Amdis HealthsciencesPvt Ltd.**

Manager Operations
Authorized Signatory

I hereby accept my position as **Business Executive.**

Date

Signature

Amdis Healths ciences Pvt Ltd.
Na 8A 3 Flo or Sri Krishna Indus trial Estate
Mettukr pp am Main Road Van agaram Chenn ai-60 0095
Phone m mber +91-44-2476 1507, Website v/v/w amdis in
GSTN 33AASG A2043E 1Z0 CIN U51 009TN? 019PT C 128002

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SK FAROOQ,
Vijayawada,
Andhra Pradesh.

20/02/2021

Subject- Offer Letter

Dear **SK FAROOQ.**

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

you will be paid CTC-Salary of INR 2.31 lakh per annum as agreed mutually by us, to be broken downinto various subheads later on viz. Basic Salary, Provident fund, House Rent, Medical and Education allowance etc. On your confirmation further formalities will be completed.

You will be based at Vijayawada and will be reporting to Mr. R Anllkumar-ABM-Vijayawada.

Kindly submit the following documents:

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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

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T BHAVANI,
Vijayawada,
Andhra Pradesh.

20/02/2021

Subject- Offer Letter

Dear Ms. T BHAVANI.

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

20/02/2021

U KRISHNA REDDY.
Vijayawada,
Andhra Pradesh.

Subject- Offer Letter

Dear Mr. **U KRISHNA REDDY.**

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

you will be paid CTC-Salary of INR 2.31 lakh per annum as agreed mutually by us, to be broken downinto various subheads later on viz. Basic Salary, Provident fund, House Rent, Medical and Education allowance etc. On your confirmation further formalities will be completed.

You will be based at Vijayawada and will be reporting to Mr. R Anilkumar-ABM-Vijayawada.

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G S*N 33AAS C A 204 BE ZO. C IN US1900 N?01 ?PIC1 23562

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Vijayawada Rural, NTR Dist., A.P.

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20/02/2021

Y JAGADISH KUMAR.
Vijayawada,
Andhra Pradesh.

Subject- Offer Letter

Dear Mr. **Y JAGADISH KUMAR.**

With reference to your interview with us we are pleased to offer you the position as **Business Executive** Head Quartered at **Vijayawada** for **Amdis Healthstiences Pvt .Ltd** . You will be expected to join duties on or before 22nd March 2021.

you will be paid CTC-Salary of INR 2.31 lakh per annum as agreed mutually by us, to be broken downinto various subheads later on viz. Basic Salary, Provident fund, House Rent, Medical and Education allowance etc. On your confirmation further formalities will be completed.

You will be based at Vijayawada and will be reporting to Mr. R Anilkumar-ABM-Vijayawada.

Kindly submit the following documents:

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Amdis Healthsciences Pvt Ltd.
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ppaal Main Road Vanagar and Chennai-6000'u5 Phone number
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Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

peopleTECH

Mar 3, 2021

Dear **T PREM KUMAR,**

Congratulations! We are impressed with your performance in the interview and pleased to offer you employment with **People Tech Group** as **Junior Software Engineer**. Your date of joining will be **1st April 2021** and you will be paid a commencing salary of **INR. 3,40,000 CTC per Annum**.

This offer is valid for 2 days from date of release of this offer letter to you. Please confirm your offer acceptance and willingness to join by signing the copy of this letter. Please note that your appointment is subject to clear verification of your previous employment credentials, references, completion of academic program, physical fitness and submission of all the required documents. Your offer stands void and revoked with or without notice for any lawful reason.

Your employment would be subject to the Terms & Conditions, policies of the company and would be clearly captured in your appointment letter.

The Terms and Conditions of the offer are as follows:

1. Your appointment is contingent upon satisfactory reference & background checks, including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

2. Your designation may be changed at the discretion of the Company depending on the work assigned to you and the requirement/business needs of the company.

3. Your employment with the company is at-will. If you are separating voluntarily, you are required to serve notice period of 90 days, failure to give you're the requisite notice three months salary has to be paid to company. Irrespective of any changes during your employment at the company, this at-will relationship is not intended to change, except when in a client facing assignment.

4. At any stage of your employment with the company, if you are working on a client facing assignment or if you are in a role which requires knowledge transfer necessarily, you shall be required to conduct knowledge transfer before being relieved. While working

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on a client facing assignment, you or the Company may terminate your service at any time by giving 60 days of notice or one months' basic salary in lieu thereof except in some circumstances, based on the need and the client concerned, the company may require you to serve a period of 90 days for transition.

5. Upon your resignation, you are required to return all company's assets and property back to the relevant person(s)/department(s).

6. Your remuneration shall remain confidential and is to be strictly kept between yourself and the Company. You should be aware that your compensation is determined based on numerous factors such as your job, skills, specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

7. During your service with the Company you are expected to devote your time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

8. Any Information pertaining to company operations are to be treated as intellectual property and is bound by a confidentiality and a non-disclosure clause of your terms of employment. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

9. If any information furnished to the Company in pursuance to your application for employment or during the selection process is found at any time to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without any notice or compensation.

10. You shall abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please acknowledge your acceptance.

Welcome to People Tech Group!!!

Sincerely,

Vijaya Lakshmi V.R

Director-Operations

Encl: Annexure and Salary Break-up.

Training & Placement Officer
Department of Training & Placement
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Annexure - A

COMPENSATION STRUCTURE

Designation : **Junior Software Engineer**
Location : **Hyderabad**

Salary Structure		
Head of Allowance	**Per Month**	**Per Annum**
A. Fixed Component :		
Basic Pay	5,500	66,000
HRA	2,750	33,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	4,465	53,580
Advance Bonus	1100	13,200
Company PF Contributions	1,669	20,028
Total Monthly Gross	**18,333**	**2,20,000**
B. Variable Pay		
Annual Performance linked Compensation(APLC)		**20,000**
Total Cost to the Company (CTC)		**2,40,000**
Take Home		
BASIC + HRA + CONV.+ MEDICAL+Allow+Bonus	24,665	
Deductions:		
Provident Fund (Employee)	1,669	
ESI(If applicable)	138	
Professional Tax (as applicable)	150	
Total Deductions:	1,957	
Net Take Home	**14,708**	

Sincerely,

Vijaya Lakshmi V R
Director-Operations

Received and Accepted

Signature of the Employee
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

peopleTECH

Mar 3, 2021

Dear **J MOHAN KRISHNA,**

Congratulations! We are impressed with your performance in the interview and pleased to offer you employment with **People Tech Group** as **Junior Software Engineer**. Your date of joining will be **1st April 2021** and you will be paid a commencing salary of **INR. 3,40,000 CTC per Annum**.

This offer is valid for 2 days from date of release of this offer letter to you. Please confirm your offer acceptance and willingness to join by signing the copy of this letter. Please note that your appointment is subject to clear verification of your previous employment credentials, references, completion of academic program, physical fitness and submission of all the required documents. Your offer stands void and revoked with or without notice for any lawful reason.

Your employment would be subject to the Terms & Conditions, policies of the company and would be clearly captured in your appointment letter.

The Terms and Conditions of the offer are as follows:

1. Your appointment is contingent upon satisfactory reference & background checks, including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

2. Your designation may be changed at the discretion of the Company depending on the work assigned to you and the requirement/business needs of the company.

3. Your employment with the company is at-will. If you are separating voluntarily, you are required to serve notice period of 90 days, failure to give you're the requisite notice three months salary has to be paid to company. Irrespective of any changes during your employment at the company, this at-will relationship is not intended to change, except when in a client facing assignment.

4. At any stage of your employment with the company, if you are working on a client facing assignment or if you are in a role which requires knowledge transfer necessarily, you shall be required to conduct knowledge transfer before being relieved. While working

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on a client facing assignment, you or the Company may terminate your service at any time by giving 60 days of notice or one months' basic salary in lieu thereof except in some circumstances, based on the need and the client concerned, the company may require you to serve a period of 90 days for transition.

5. Upon your resignation, you are required to return all company's assets and property back to the relevant person(s)/department(s).

6. Your remuneration shall remain confidential and is to be strictly kept between yourself and the Company. You should be aware that your compensation is determined based on numerous factors such as your job, skills, specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

7. During your service with the Company you are expected to devote your time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

8. Any Information pertaining to company operations are to be treated as intellectual property and is bound by a confidentiality and a non-disclosure clause of your terms of employment. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

9. If any information furnished to the Company in pursuance to your application for employment or during the selection process is found at any time to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without any notice or compensation.

10. You shall abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please acknowledge your acceptance.

Welcome to People Tech Group!!!

Sincerely,

Vijaya Lakshmi V.R

Director-Operations

Encl: Annexure and Salary Break-up.

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212,
Vijayawada Rural, NTR Dist., A.P.

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Annexure - A

COMPENSATION STRUCTURE

Designation : **Junior Software Engineer**
Location : **Hyderabad**

Salary Structure		
Head of Allowance	**Per Month**	**Per Annum**
A. Fixed Component :		
Basic Pay	5,500	66,000
HRA	2,750	33,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	4,465	53,580
Advance Bonus	1100	13,200
Company PF Contributions	1,669	20,028
Total Monthly Gross	**18,333**	**2,20,000**
B. Variable Pay		
Annual Performance linked Compensation(APLC)		**20,000**
Total Cost to the Company (CTC)		**2,40,000**
Take Home		
BASIC + HRA + CONV.+ MEDICAL+Allow+Bonus	24,665	
Deductions:		
Provident Fund (Employee)	1,669	
ESI(If applicable)	138	
Professional Tax (as applicable)	150	
Total Deductions:	1,957	
Net Take Home	**14,708**	

Sincerely,

Vijaya Lakshmi V R
Director-Operations

Received and Accepted

Signature of the Employee
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

peopleTECH

Mar 3, 2021

Dear **LAKKEPOGU SHINY ,**

Congratulations! We are impressed with your performance in the interview and pleased to offer you employment with **People Tech Group** as **Junior Software Engineer**. Your date of joining will be **1st April 2021** and you will be paid a commencing salary of **INR. 3,40,000 CTC per Annum.**

This offer is valid for 2 days from date of release of this offer letter to you. Please confirm your offer acceptance and willingness to join by signing the copy of this letter. Please note that your appointment is subject to clear verification of your previous employment credentials, references, completion of academic program, physical fitness and submission of all the required documents. Your offer stands void and revoked with or without notice for any lawful reason.

Your employment would be subject to the Terms & Conditions, policies of the company and would be clearly captured in your appointment letter.

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1. Your appointment is contingent upon satisfactory reference & background checks, including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

2. Your designation may be changed at the discretion of the Company depending on the work assigned to you and the requirement/business needs of the company.

3. Your employment with the company is at-will. If you are separating voluntarily, you are required to serve notice period of 90 days, failure to give you're the requisite notice three months salary has to be paid to company. Irrespective of any changes during your employment at the company, this at-will relationship is not intended to change, except when in a client facing assignment.

4. At any stage of your employment with the company, if you are working on a client facing assignment or if you are in a role which requires knowledge transfer necessarily, you shall be required to conduct knowledge transfer before being relieved. While working

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
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NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

on a client facing assignment, you or the Company may terminate your service at any time by giving 60 days of notice or one months' basic salary in lieu thereof except in some circumstances, based on the need and the client concerned, the company may require you to serve a period of 90 days for transition.

5. Upon your resignation, you are required to return all company's assets and property back to the relevant person(s)/department(s).

6. Your remuneration shall remain confidential and is to be strictly kept between yourself and the Company. You should be aware that your compensation is determined based on numerous factors such as your job, skills, specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

7. During your service with the Company you are expected to devote your time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

8. Any Information pertaining to company operations are to be treated as intellectual property and is bound by a confidentiality and a non-disclosure clause of your terms of employment. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

9. If any information furnished to the Company in pursuance to your application for employment or during the selection process is found at any time to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without any notice or compensation.

10. You shall abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please acknowledge your acceptance.

Welcome to People Tech Group!!!

Sincerely,

Vijaya Lakshmi V.R

Director-Operations

Encl: Annexure and Salary Break-up.

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peopleTECH

Annexure - A

COMPENSATION STRUCTURE

Designation : **Junior Software Engineer**
Location : **Hyderabad**

Salary Structure		
Head of Allowance	**Per Month**	**Per Annum**
A. Fixed Component :		
Basic Pay	5,500	66,000
HRA	2,750	33,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	4,465	53,580
Advance Bonus	1100	13,200
Company PF Contributions	1,669	20,028
Total Monthly Gross	**18,333**	**2,20,000**
B. Variable Pay		
Annual Performance linked Compensation(APLC)		**20,000**
Total Cost to the Company (CTC)		**2,40,000**
Take Home		
BASIC + HRA + CONV.+ MEDICAL+Allow+Bonus	24,665	
Deductions:		
Provident Fund (Employee)	1,669	
ESI(If applicable)	138	
Professional Tax (as applicable)	150	
Total Deductions:	1,957	
Net Take Home	**14,708**	

Sincerely,

Vijaya Lakshmi V R
Director-Operations

Received and Accepted

Signature of the Employee
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

peopleTECH

Mar 3, 2021

Dear **TULIMALLI SUDHEER,**

Congratulations! We are impressed with your performance in the interview and pleased to offer you employment with **People Tech Group** as **Junior Software Engineer**. Your date of joining will be **1st April 2021** and you will be paid a commencing salary of **INR. 3,40,000 CTC per Annum**.

This offer is valid for 2 days from date of release of this offer letter to you. Please confirm your offer acceptance and willingness to join by signing the copy of this letter. Please note that your appointment is subject to clear verification of your previous employment credentials, references, completion of academic program, physical fitness and submission of all the required documents. Your offer stands void and revoked with or without notice for any lawful reason.

Your employment would be subject to the Terms & Conditions, policies of the company and would be clearly captured in your appointment letter.

The Terms and Conditions of the offer are as follows:

1. Your appointment is contingent upon satisfactory reference & background checks, including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

2. Your designation may be changed at the discretion of the Company depending on the work assigned to you and the requirement/business needs of the company.

3. Your employment with the company is at-will. If you are separating voluntarily, you are required to serve notice period of 90 days, failure to give you're the requisite notice three months salary has to be paid to company. Irrespective of any changes during your employment at the company, this at-will relationship is not intended to change, except when in a client facing assignment.

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5. Upon your resignation, you are required to return all company's assets and property back to the relevant person(s)/department(s).

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Welcome to People Tech Group!!!

Sincerely,

Vijaya Lakshmi V.R

Director-Operations

Encl: Annexure and Salary Break-up.

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peopleTECH

Annexure - A

COMPENSATION STRUCTURE

Designation : **Junior Software Engineer**
Location : **Hyderabad**

Salary Structure		
Head of Allowance	**Per Month**	**Per Annum**
A. Fixed Component :		
Basic Pay	5,500	66,000
HRA	2,750	33,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	4,465	53,580
Advance Bonus	1100	13,200
Company PF Contributions	1,669	20,028
Total Monthly Gross	**18,333**	**2,20,000**
B. Variable Pay		
Annual Performance linked Compensation(APLC)		**20,000**
Total Cost to the Company (CTC)		**2,40,000**
Take Home		
BASIC + HRA + CONV.+ MEDICAL+Allow+Bonus	24,665	
Deductions:		
Provident Fund (Employee)	1,669	
ESI(If applicable)	138	
Professional Tax (as applicable)	150	
Total Deductions:	1,957	
Net Take Home	**14,708**	

Sincerely,

Vijaya Lakshmi V R
Director-Operations

Received and Accepted

Signature of the Employee
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

peopleTECH

Mar 3, 2021

Dear **MANUKONDI RAJINI,**

Congratulations! We are impressed with your performance in the interview and pleased to offer you employment with **People Tech Group** as **Junior Software Engineer**. Your date of joining will be **1st April 2021** and you will be paid a commencing salary of **INR. 3,40,000 CTC per Annum**.

This offer is valid for 2 days from date of release of this offer letter to you. Please confirm your offer acceptance and willingness to join by signing the copy of this letter. Please note that your appointment is subject to clear verification of your previous employment credentials, references, completion of academic program, physical fitness and submission of all the required documents. Your offer stands void and revoked with or without notice for any lawful reason.

Your employment would be subject to the Terms & Conditions, policies of the company and would be clearly captured in your appointment letter.

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Welcome to People Tech Group!!!

Sincerely,

Vijaya Lakshmi V.R

Director-Operations

Encl: Annexure and Salary Break-up.

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peopleTECH

Annexure - A

COMPENSATION STRUCTURE

Designation : **Junior Software Engineer**
Location : **Hyderabad**

Salary Structure		
Head of Allowance	**Per Month**	**Per Annum**
A. Fixed Component :		
Basic Pay	5,500	66,000
HRA	2,750	33,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	4,465	53,580
Advance Bonus	1100	13,200
Company PF Contributions	1,669	20,028
Total Monthly Gross	**18,333**	**2,20,000**
B. Variable Pay		
Annual Performance linked Compensation(APLC)		**20,000**
Total Cost to the Company (CTC)		**2,40,000**
Take Home		
BASIC + HRA + CONV.+ MEDICAL+Allow+Bonus	24,665	
Deductions:		
Provident Fund (Employee)	1,669	
ESI(If applicable)	138	
Professional Tax (as applicable)	150	
Total Deductions:	1,957	
Net Take Home	**14,708**	

Sincerely,

Vijaya Lakshmi V R
Director-Operations

Received and Accepted

Signature of the Employee
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

peopleTECH

Mar 3, 2021

Dear **PAMULAPATI SIREESHA,**

Congratulations! We are impressed with your performance in the interview and pleased to offer you employment with **People Tech Group** as **Junior Software Engineer**. Your date of joining will be **1st April 2021** and you will be paid a commencing salary of **INR. 3,40,000 CTC per Annum**.

This offer is valid for 2 days from date of release of this offer letter to you. Please confirm your offer acceptance and willingness to join by signing the copy of this letter. Please note that your appointment is subject to clear verification of your previous employment credentials, references, completion of academic program, physical fitness and submission of all the required documents. Your offer stands void and revoked with or without notice for any lawful reason.

Your employment would be subject to the Terms & Conditions, policies of the company and would be clearly captured in your appointment letter.

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5. Upon your resignation, you are required to return all company's assets and property back to the relevant person(s)/department(s).

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Welcome to People Tech Group!!!

Sincerely,

Vijaya Lakshmi V.R

Director-Operations

Encl: Annexure and Salary Break-up.

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peopleTECH

Annexure - A

COMPENSATION STRUCTURE

Designation : **Junior Software Engineer**
Location : **Hyderabad**

Salary Structure		
Head of Allowance	**Per Month**	**Per Annum**
A. Fixed Component :		
Basic Pay	5,500	66,000
HRA	2,750	33,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	4,465	53,580
Advance Bonus	1100	13,200
Company PF Contributions	1,669	20,028
Total Monthly Gross	**18,333**	**2,20,000**
B. Variable Pay		
Annual Performance linked Compensation(APLC)		**20,000**
Total Cost to the Company (CTC)		**2,40,000**
Take Home		
BASIC + HRA + CONV.+ MEDICAL+Allow+Bonus	24,665	
Deductions:		
Provident Fund (Employee)	1,669	
ESI(If applicable)	138	
Professional Tax (as applicable)	150	
Total Deductions:	1,957	
Net Take Home	**14,708**	

Sincerely,

Vijaya Lakshmi V R
Director-Operations

Received and Accepted

Signature of the Employee
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

peopleTECH

Mar 3, 2021

Dear **KADE ABHINAV,**

Congratulations! We are impressed with your performance in the interview and pleased to offer you employment with **People Tech Group** as **Junior Software Engineer**. Your date of joining will be **1st April 2021** and you will be paid a commencing salary of **INR. 3,40,000 CTC per Annum**.

This offer is valid for 2 days from date of release of this offer letter to you. Please confirm your offer acceptance and willingness to join by signing the copy of this letter. Please note that your appointment is subject to clear verification of your previous employment credentials, references, completion of academic program, physical fitness and submission of all the required documents. Your offer stands void and revoked with or without notice for any lawful reason.

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Welcome to People Tech Group!!!

Sincerely,

Vijaya Lakshmi V.R

Director-Operations

Encl: Annexure and Salary Break-up.

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PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.

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Annexure - A

COMPENSATION STRUCTURE

Designation : **Junior Software Engineer**
Location : **Hyderabad**

Salary Structure		
Head of Allowance	**Per Month**	**Per Annum**
A. Fixed Component :		
Basic Pay	5,500	66,000
HRA	2,750	33,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	4,465	53,580
Advance Bonus	1100	13,200
Company PF Contributions	1,669	20,028
Total Monthly Gross	**18,333**	**2,20,000**
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Total Cost to the Company (CTC)		**2,40,000**
Take Home		
BASIC + HRA + CONV.+ MEDICAL+Allow+Bonus	24,665	
Deductions:		
Provident Fund (Employee)	1,669	
ESI(If applicable)	138	
Professional Tax (as applicable)	150	
Total Deductions:	1,957	
Net Take Home	**14,708**	

Sincerely,

Vijaya Lakshmi V R
Director-Operations

Received and Accepted

Signature of the Employee
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
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Vijayawada Rural, NTR Dist., A.P.

peopleTECH

Mar 3, 2021

Dear **GONEPALLI RAJESH ,**

Congratulations! We are impressed with your performance in the interview and pleased to offer you employment with **People Tech Group** as **Junior Software Engineer**. Your date of joining will be **1st April 2021** and you will be paid a commencing salary of **INR. 3,40,000 CTC per Annum.**

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Welcome to People Tech Group!!!

Sincerely,

Vijaya Lakshmi V.R

Director-Operations

Encl: Annexure and Salary Break-up.

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peopleTECH

Annexure - A

COMPENSATION STRUCTURE

Designation : **Junior Software Engineer**
Location : **Hyderabad**

Salary Structure		
Head of Allowance	**Per Month**	**Per Annum**
A. Fixed Component :		
Basic Pay	5,500	66,000
HRA	2,750	33,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	4,465	53,580
Advance Bonus	1100	13,200
Company PF Contributions	1,669	20,028
Total Monthly Gross	**18,333**	**2,20,000**
B. Variable Pay		
Annual Performance linked Compensation(APLC)		**20,000**
Total Cost to the Company (CTC)		**2,40,000**
Take Home		
BASIC + HRA + CONV.+ MEDICAL+Allow+Bonus	24,665	
Deductions:		
Provident Fund (Employee)	1,669	
ESI(If applicable)	138	
Professional Tax (as applicable)	150	
Total Deductions:	1,957	
Net Take Home	**14,708**	

Sincerely,

Vijaya Lakshmi V R
Director-Operations

Received and Accepted

Signature of the Employee
Date:

Training & Placement Officer
Department of Training & Placement
VIKAS GROUP OF INSTITUTIONS

PRINCIPAL/DIRECTOR
VIKAS GROUP OF INSTITUTIONS
NUNNA-521 212.
Vijayawada Rural, NTR Dist., A.P.

peopleTECH

Mar 3, 2021

Dear **GUDIPUDI UMA PRASANNA ,**

Congratulations! We are impressed with your performance in the interview and pleased to offer you employment with **People Tech Group** as **Junior Software Engineer**. Your date of joining will be **1st April 2021** and you will be paid a commencing salary of **INR. 3,40,000 CTC per Annum.**

This offer is valid for 2 days from date of release of this offer letter to you. Please confirm your offer acceptance and willingness to join by signing the copy of this letter. Please note that your appointment is subject to clear verification of your previous employment credentials, references, completion of academic program, physical fitness and submission of all the required documents. Your offer stands void and revoked with or without notice for any lawful reason.

Your employment would be subject to the Terms & Conditions, policies of the company and would be clearly captured in your appointment letter.

The Terms and Conditions of the offer are as follows:

1. Your appointment is contingent upon satisfactory reference & background checks, including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

2. Your designation may be changed at the discretion of the Company depending on the work assigned to you and the requirement/business needs of the company.

3. Your employment with the company is at-will. If you are separating voluntarily, you are required to serve notice period of 90 days, failure to give you're the requisite notice three months salary has to be paid to company. Irrespective of any changes during your employment at the company, this at-will relationship is not intended to change, except when in a client facing assignment.

4. At any stage of your employment with the company, if you are working on a client facing assignment or if you are in a role which requires knowledge transfer necessarily, you shall be required to conduct knowledge transfer before being relieved. While working

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on a client facing assignment, you or the Company may terminate your service at any time by giving 60 days of notice or one months' basic salary in lieu thereof except in some circumstances, based on the need and the client concerned, the company may require you to serve a period of 90 days for transition.

5. Upon your resignation, you are required to return all company's assets and property back to the relevant person(s)/department(s).

6. Your remuneration shall remain confidential and is to be strictly kept between yourself and the Company. You should be aware that your compensation is determined based on numerous factors such as your job, skills, specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

7. During your service with the Company you are expected to devote your time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

8. Any Information pertaining to company operations are to be treated as intellectual property and is bound by a confidentiality and a non-disclosure clause of your terms of employment. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

9. If any information furnished to the Company in pursuance to your application for employment or during the selection process is found at any time to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without any notice or compensation.

10. You shall abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please acknowledge your acceptance.

Welcome to People Tech Group!!!

Sincerely,

Vijaya Lakshmi V.R

Director-Operations

Encl: Annexure and Salary Break-up.

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Annexure - A

COMPENSATION STRUCTURE

Designation : **Junior Software Engineer**
Location : **Hyderabad**

Salary Structure		
Head of Allowance	**Per Month**	**Per Annum**
A. Fixed Component :		
Basic Pay	5,500	66,000
HRA	2,750	33,000
Medical	1,250	15,000
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Special Allowance	4,465	53,580
Advance Bonus	1100	13,200
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Total Monthly Gross	**18,333**	**2,20,000**
B. Variable Pay		
Annual Performance linked Compensation(APLC)		**20,000**
Total Cost to the Company (CTC)		**2,40,000**
Take Home		
BASIC + HRA + CONV.+ MEDICAL+Allow+Bonus	24,665	
Deductions:		
Provident Fund (Employee)	1,669	
ESI(If applicable)	138	
Professional Tax (as applicable)	150	
Total Deductions:	1,957	
Net Take Home	**14,708**	

Sincerely,

Vijaya Lakshmi V R
Director-Operations

Received and Accepted

Signature of the Employee
Date:

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Vijayawada Rural, NTR Dist., A.P.

peopleTECH

Mar 3, 2021

Dear **NATTA ASHA JYOTHI ,**

Congratulations! We are impressed with your performance in the interview and pleased to offer you employment with **People Tech Group** as **Junior Software Engineer**. Your date of joining will be **1st April 2021** and you will be paid a commencing salary of **INR. 3,40,000 CTC per Annum**.

This offer is valid for 2 days from date of release of this offer letter to you. Please confirm your offer acceptance and willingness to join by signing the copy of this letter. Please note that your appointment is subject to clear verification of your previous employment credentials, references, completion of academic program, physical fitness and submission of all the required documents. Your offer stands void and revoked with or without notice for any lawful reason.

Your employment would be subject to the Terms & Conditions, policies of the company and would be clearly captured in your appointment letter.

The Terms and Conditions of the offer are as follows:

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2. Your designation may be changed at the discretion of the Company depending on the work assigned to you and the requirement/business needs of the company.

3. Your employment with the company is at-will. If you are separating voluntarily, you are required to serve notice period of 90 days, failure to give you're the requisite notice three months salary has to be paid to company. Irrespective of any changes during your employment at the company, this at-will relationship is not intended to change, except when in a client facing assignment.

4. At any stage of your employment with the company, if you are working on a client facing assignment or if you are in a role which requires knowledge transfer necessarily, you shall be required to conduct knowledge transfer before being relieved. While working

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Annexure - A

COMPENSATION STRUCTURE

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Location : **Hyderabad**

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Total Deductions:	1,957	
Net Take Home	**14,708**	

Sincerely,

Vijaya Lakshmi V R
Director-Operations

Received and Accepted

Signature of the Employee
Date:

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PHARMACY

CH. SIREESHA

Roll No : 219T1S0806
Branch : PHARMACEUTICS
Validity : 2021-2023
Date Of Birth : 31-05-1999

principal

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PHARMACY

D HEPSIBA

Roll No : 219T1S0302
Branch : PHARMACEUTICS
Validity : 2021-2023
Date Of Birth : 23-03-2000

principal

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PHARMACY

P SRILATHA

Roll No : 21PTS0303
Branch : PHARMACEUTICS
Validity : 2021-2023
Date Of Birth : 20-11-1999

principal

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IDENTITY CARD

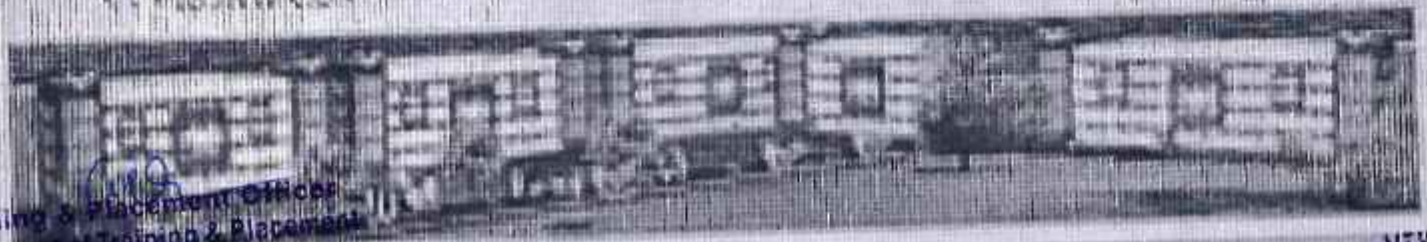
S.AMARESWARI

Roll No : 219T1S0306

Branch : PHARMACEUTICS

Validity : 2021-2023

Date Of Birth : 19-08-2000



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PHARMACY

G SUDHEERKUMAR

Roll No : 21PTIS0308
Branch : PHARMACEUTICS
Validity : 2021-2023
Date Of Birth : 14-05-1999

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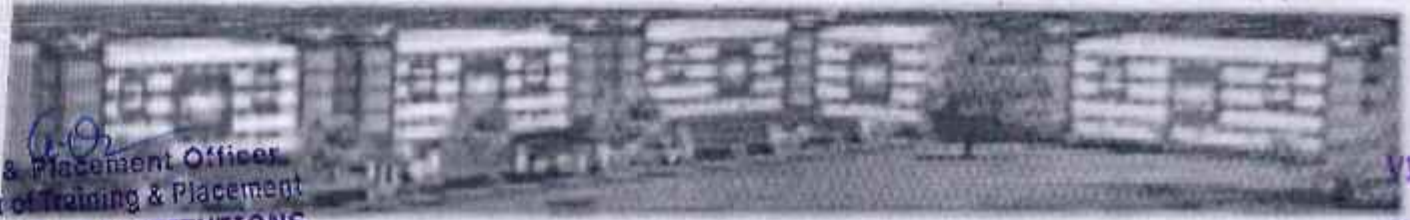
EXPIRY

S RAJA

Roll No : 219T1S1602
Branch : PHARM ANALYSIS
Validity : 2021-2023
Date Of Birth : 25-08-2000



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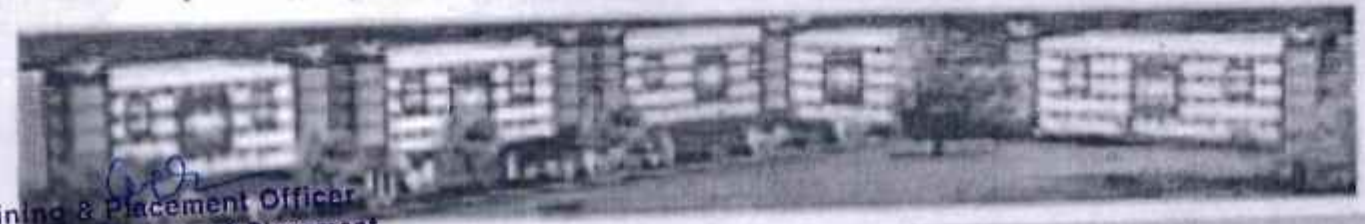
PHARMACY

A.SOWMYASRI

Roll No : 219T1S0801
Branch : PHARM PRACTICE
Validity : 2021-2023
Date Of Birth : 04-12-2000



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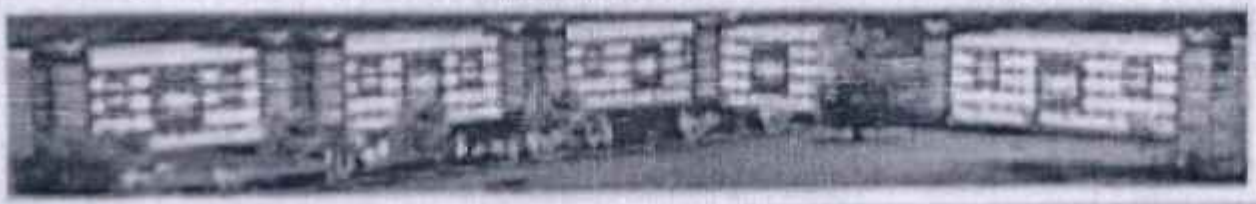
PHARMACY

G.MOSES

Roll No : 219T1S0802
Branch : PHARM PRACTICE
Validity : 2021-2023
Date Of Birth : 25-05-2000



principal

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PHARMACY

N.BHAVYASRI

Roll No : 219T1S0803
Branch : PHARM PRACTICE
Validity : 2021-2023
Date Of Birth : 17-06-2000

principal

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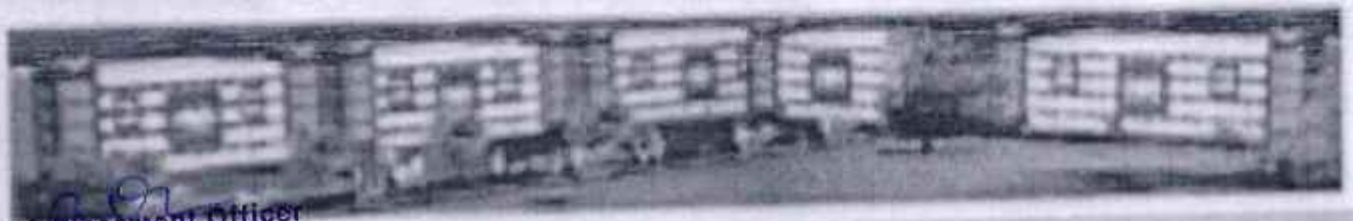
PHARMACY

P.NAGA RAJU

Roll No : 219T1S0807
Branch : PHARM PRACTICE
Validity : 2021-2023
Date Of Birth : 20-06-2000



principal

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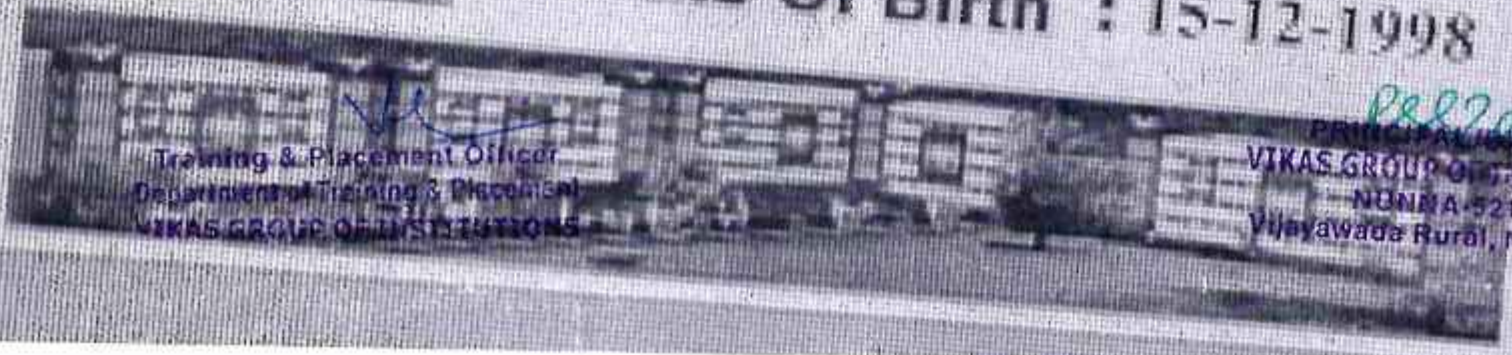
PHARMACY

SK DILSHAD

Roll No : 209T1S1606
Branch : PHARM ANALYSIS
Validity : 2020-2022
Date Of Birth : 15-12-1998



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principal

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Affiliated to JNTU K website: www.vikasinstitutionsnunna.org

B. PHARMACY

ROHIT GUPTA

Roll No : 219T1S0804
Branch : PHARM PRACTICE
Validity : 2021-2023
Date Of Birth : 06-09-1999

principal

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PHARMACY

D VIKRAM DAS

Roll No : 219T1S0805

Branch : PHARM PRACTICE

Validity : 2021-2023

Date Of Birth : 31-12-1998

Training & Placement Officer
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